

THE NURSING STARS

MAGAZINE

Celebrating Nursing Professionals in style

15th Issue May/June/July 2025

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Hafsat Mamudu

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"We've Been Looking at Nursing Through the Wrong Lens"

Dr Combrinck

"Persist, no matter how hard it might feel at times"

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The Gen Z Shift: Revolutionizing How We Support Novice Nurses 13 Office Kitchen Ideas

Protect your off-duty time and mental space The Health Benefits of Listening to Vintage Vinyl Records

Free Copy

THE NURSING STARS MAGAZINE

**To All Our Nurses Around
The Globe!**

Happy Nurses' Month!

You are our stunning nurses. Your compassion and understanding touch countless lives. Thank you for your faithfulness in your pledge towards patient well-being. Thank you for your unwavering devotion and effectiveness. Your hard work, passion, and willpower to provide excellent care are extremely praiseworthy. Your kind-hearted care brings comfort and healing to those in need. Truly you are the backbone of our healthcare system.

Thank you!

SPECIAL GUEST ARTISTS:

HLE

DR TUMI

KHAYA MTHETHWA

MMANGALISO

NTOKOZO MBAMBO

NQUBEKO MBATHA

 KOKO RECORDS

the united tour



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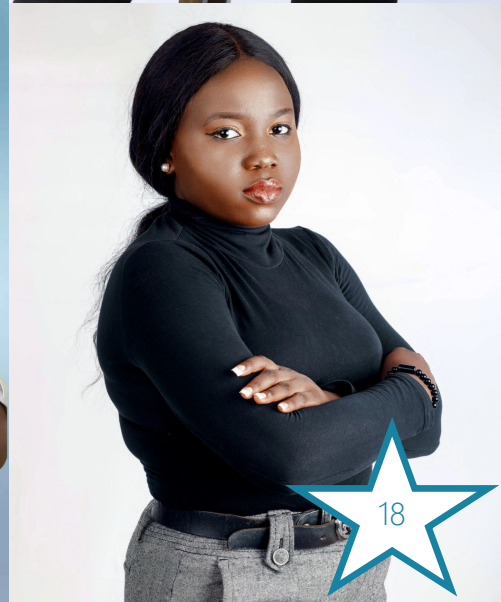
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Happy Nurses' Week! Happy Nurses' Month!



he joy of the Lord is our strength! Happy Nurses' Week! Happy Nurses' Month! May I take this opportunity and wish you all the best in this May month; the Nurses' Month. Your colorful magazine is serving you more colorful yummys!

I trust that you will enjoy every event organized for you. Hence, as The Nursing Stars Magazine Team we have prepared you a beautiful message, please see the poster on the inside cover page.

In this jam packed publication you will also notice that there are some additional columns such as TNS Bed-Side Nursing as a portrayal of direct, hands-on patient care provided by nurses at the patient's bedside, TNS Unwind to highlight points of entertainment, and TNS Exclusive for the voice of the opinionists. This is what we call growth.

To all our contributors thank you very much for your support through your amazing voices. You keep taking this publication to another level. To our readership thank you! You always inspire us.

Our cover story entails one of our own nursing veterans; Dr Yvonne Combrinck. She has been in this field from 1985 and she is still thriving higher. There is much to gain from her nursing journey.

You are also going to learn more from a variety of incredible nursing characters and intellectuals; their various experiences are an eye-opener.

As usual, do not miss out on enriching topics about business, financials, clientelling, wellness and more. This new edition will surely brighten your Nurses' Month!

Remember to check the advert of EMGUIDANCE and to visit their website. Sign up and login in, there are some goodies waiting for you there. Don't miss this opportunity!

Your gratitude, suggestions and comments are much appreciated. This is your magazine and it is all about you. Your wish is our command. And please always remember that to us your well-being is our precious priority.

Just keep The Nursing Stars Magazine everywhere you are. Don't forget to email your comments to: info@thenursingstarsmagazine.co.za.

Love you lots!
Connie Mbele

"Your well-being is our precious priority"

We humbly approach you, Lord God our Father



Isaac T. Matlala (RN) and Author, Pretoria, South Africa

“g

reetings brethren, in this issue of our esteemed publication, The Nursing Stars, we turn to a prayer for help, as inspired by Psalm 4:1'

“Answer me when I call to you, my righteous God, Give me relief from my distress; have mercy on me and hear my prayer”.

Let us pray;

We humbly approach you, Lord God our Father, through your Son, Jesus Christ, our Savior. In these challenging times filled with distress and turmoil, where sin has become a norm, we beseech you, God, to remember us and listen to our prayers.

Our thoughts are plagued with negativity, and our hearts have grown cold. The actions we take are tainted, as the devil finds solace in our spirits.

We have strayed from your commandments, Lord, altering your laws to fulfil our earthly cravings. Our speech is laced with destructive words, and we have become deaf to the Holy Spirit’s guidance.

We have lost our faith in you, Lord God, placing our trust in mere mortals and material wealth, neglecting the eternal riches promised to us through the sacrificial death of your Son, Jesus Christ.

We cry out for your mercy, Lord our God, seeking forgiveness for our sinful actions and desires. Our souls are adrift, and only you can restore them.

Help us, O God, and draw us nearer to you, for we have been misled by the deceitful words of false prophets who misuse your name. We need you now more than ever, my Lord, as the devil tirelessly seeks to steal, destroy, and kill, knowing his time is limited.

Free us, O God, from the shackles of sin, and guide us toward eternal life, where we will forever honour and praise your holy name. May the blood of Jesus Christ cleanse our sins and shield us from the impurities of this world.

May righteousness adorn our actions and fill our hearts with the joy of serving you, our Lord. May your peace be with us always, and may your love never leave our lives. We ask all this in the precious name of our Lord and Savior, Jesus Christ. Amen!

”

“Free us, O God, from the shackles of sin, and guide us toward eternal life”



Sibongile Khumalo (RN), Clinician,
Johannesburg, South African

Let us run with endurance, the race that is set before us

“
h

ow many of us have said 2025 will be different? My prayer is that it will really be. God designed us with a specific purpose. And the life He's given us is meant to be lived pursuing that purpose.

Main Scripture: Hebrews 12:1-2 NKJV

"Therefore we also, since we are surrounded by so great a cloud of witnesses, let us lay aside every weight, and the sin which so easily ensnares us, and let us run with endurance the race that is set before us.

Looking unto Jesus, the author and finisher of our faith, who for the joy that was set before Him endured the cross"

The writer of Hebrews says that the Christian life is like running a race. It is more like a marathon than a sprint. We are 'long-distance runners' (Hebrews 12:13, MSG). We can run this long race one-step at a time with God on our side until we reach the finish line.

God designed His children for endurance. He knew that this life would be like a challenging marathon, and we would need resilience and strength to endure. He made us with this capacity.

However, this race requires *training*, *endurance* and *discipline* 'if we are not to grow weary and lose heart' (Hebrews 12:3). Nothing great was ever done without much enduring,' wrote St Catherine of Siena.

The key to endurance lies in trusting God: 'Those who trust in God are like Mount Zion, which cannot be shaken but endures for ever' (Psalm 125:1).

How then do we run our race successfully?

1. ...let us lay aside every weight and the sin which too easily ensnares us, and let us run with endurance the race that is set before us" (Hebrews 12:1).

The writer of Hebrews is giving us a magnificent vision of a stadium filled with spectators, men and women of faith, who have gone before us, and now encouraging and cheering us on so that we can finish the race set before us.

We need to imitate runners, cast or put aside any added weight, any sin, anything superfluous that would hinder us from running the race successfully.

We need to keep in spiritual shape so that we may run the race with endurance until the end. We are fully aware that our race is not going to be without obstacles, difficulties, opposition and challenges.

We pray that nothing would get in our way of running the race to the best of our ability. We come against any form of hindrances and distractions in the name of Jesus.

2. Looking unto Jesus, the author and the finisher of our faith, who for the joy that was set before Him (Hebrews 12:2).

- Where an athlete looks is key to their success. Good athletes keep their eyes fixed on the finish line. Jesus 'never lost sight of where He was headed. He endured the cross scorning its shame, and sat down at the right hand of the throne of God.

- The key to your endurance is to 'consider Him who endured such opposition from sinners, so that we will not grow weary and lose heart' (Hebrews 12:3).

- Keeping your eyes fixed on Jesus will help us to put it all things in perspective.

3. Running a successful race requires training. - Training is hard work; it requires discipline and can even be quite painful. Here the writer uses the image of parents disciplining their children. It is done out of love: 'the Lord disciplines those he loves' (Hebrews 12:6a).

- Discipline is the proof 'that God regards us as His children. He goes on, 'God is educating you; that's why you must never drop out.

He's treating you as dear children. This trouble you're in isn't punishment; it's training, the normal experience of children' (Hebrews 12:7-8).

- We respect our own parents for training and not spoiling us, so why not embrace God's training so we can truly live?' (Hebrews 12:9 MSG).

In Conclusion

God is training us for our own good that we may 'share in His holiness' (Hebrews 12:10). It may be painful at the time but, 'later on, of course, it pays off handsomely, for it's the well-trained who find themselves mature in their relationship with God (Hebrews 12:11, MSG).

Let us keep running the race: 'So don't sit around on your hands! No more dragging your feet! Clear the path for long-distance runners so no one will trip and fall, so no one will step in a hole and sprain an ankle. Help each other out. And run for it!' (Hebrews 12:12-13, MSG).

Prayer

Lord, help us to endure hardship as discipline, knowing that you are treating us as your children (Hebrews 12:7). May we come to share in your holiness and produce a harvest of righteousness and peace.

And, if you have not accepted Jesus Christ (the Truth) as your Lord and Saviour, you may take this opportunity and confess these words: Lord Jesus Christ I accept you as my Lord and Saviour; come into my heart and wash my sins with your precious Blood; cleanse me and change me; make me your child and write my name in your Book of Life; I repent from my sinful life; thank you that I am a new creation in your mighty name. Amen!

“We need to keep in
spiritual shape so that
we may run the race
with endurance until
the end”



**The Best Dressed
Nurses of the Season**

Sr. Deliwe Tjadi
A Professional Nurse
at Robert Mangaliso
Sobukwe Hospital
in Kimberley,
Northern Cape



Sr. Ntembi Mboniswa
A Paediatric Nurse
at Nkqubela TB Hospital
in Mdantsane,
Eastern Cape

Hafsat Mamudu

W

What is your name?

My name is Hafsat Mamudu from Kaduna State, Nigeria.

What is your birth month?

My birth month is March.

What is your professional status?

I am a nursing student, a leadership advocate, and a community manager. I actively contribute to healthcare conversations and create platforms that foster professional growth and collaboration.

Why do you want to be a nurse?

My passion for nursing is not something that just developed on its own, it is deeply tied to some societal challenges I have witnessed. I want to break the stereotypes that limit nurses and redefine what it means to be one.

Nursing is more than bedside care; it is leadership, advocacy, and policy-making. I aim to work on the political side of nursing, shaping policies that empower nurses, improve working conditions, and position them as key decision-makers in healthcare.

Nurses should see themselves as more than caregivers. They are leaders, researchers, and changemakers. My vision is to create a future where nurses hold influential positions, driving healthcare reforms and making impactful decisions.

Who is your favorite classmate?

I don't particularly have a favorite classmate. However, I respect those who are hardworking and dedicated to their journey in nursing.

How is it like to be a nursing student?

Being a nursing student is a rollercoaster; it has its ups and downs. There's no single "best" or "worst" part; rather, it's a journey of continuous learning, growth, responsibility and taking on different opportunities.

It presents many challenges, but what makes it fulfilling is the impact you can have and the moves you can make. The journey itself is important because it shapes you into a better nurse and a visionary leader. It's also about adapting and pushing yourself beyond your comfort zone.

Nursing school is not only about attending lectures and passing exams; it's about preparing yourself for real life situations where you will be responsible for people's lives. One of the most fulfilling aspects of this journey is realizing the impact you can have.

Seeing how your knowledge and skills can contribute to saving lives and shaping the healthcare system gives a sense of purpose. It's not an easy path, but it's one that builds resilience, leadership, and a deeper sense of commitment to making a difference.

How would you describe yourself as a student?

I would describe myself as a dedicated, curious, and passionate student who strives to make a difference beyond academics. I am not just your regular student who attends lectures and takes exams. I see education as a tool for transformation.

Education is
not only about
personal success;
it is about making
an impact....

"My vision is to create a future where nurses hold influential positions, driving healthcare reforms and making impactful decisions"



Y2B CLASSIC



"I aim to empower nursing students to embrace leadership roles early and see beyond bedside care"



My curiosity drives me to challenge narratives, question norms, and seek solutions to the issues affecting healthcare and the society at large. I believe that learning goes beyond textbooks.

It is about understanding the world, identifying gaps, and working towards change. That's why I take on leadership roles not for the title, but because I am deeply inspired by healthcare politics and the policies that shape our profession.

I want to be a voice in the nursing sector, advocating for reforms, improving the perception of nurses, and ensuring that future nurses see themselves as more than just caregivers. As a student, I actively engage in community development, volunteering, and mentorship, because I believe in collective progress.

To me, education is not only about personal success; it is about making an impact. Whether in leading initiatives, supporting my peers, or speaking up for necessary changes. I am committed to reshaping the future of nursing and healthcare.

What specialty are you focusing on?
Nurse Educator.

What is a dominating culture in your university environment?

At Kaduna State University (KASU), the culture is built on academics, sports, politics, and teamwork, all driven by a commitment to excellence and autonomy. Academics remain the core focus, fostering independent learning and critical thinking. Sports promote discipline and resilience, while student politics provides a platform for leadership and advocacy.

Teamwork is deeply ingrained, with students collaborating on projects, initiatives, and extracurriculars. KASU empowers students to be active participants in their growth, shaping a future where they excel not just in academics but in leadership and innovation.

Any element of naughtiness?

Well, I wouldn't call myself naughty in the conventional sense, but I do have a curious and daring side! I love challenging norms, questioning narratives, and pushing boundaries especially in areas where change is needed. If that counts as being "naughty," then yes, I embrace it! I don't engage in mischief just for fun, but I do enjoy breaking stereotypes, taking bold steps, and going against the status quo when necessary.

What real-world lessons are you acquiring currently?

I am actively learning mentorship, leadership, consistency, and LinkedIn growth, all of which contribute to my professional development. These lessons are shaping my ability to guide others, take the initiative, stay committed to my goals, and build a strong professional presence. Each day, I refine my skills to not only grow personally but also create impact in my field.

What contribution are you planning to make in the nursing industry?

I am committed to advocating for leadership roles in nursing and ensuring that nurses take an active part in shaping policies that affect their profession. Nursing is deeply impacted by policies, yet too few nurses are involved in the political sector where these decisions are made.

As Plato wisely said, "The price of apathy in politics is to be ruled by inferiors." This is exactly what is happening in healthcare; when nurses don't participate in decision-making, they are governed by policies that do not serve them.

Beyond policy and leadership, I also want to develop mentorship programs that empower nurses to see beyond traditional roles and embrace their full potential. Nurses are more than just caregivers: they have the skills, intelligence, and expertise to influence healthcare, lead innovations, and demand more from society. However, for this to happen, they must first recognize their own value and take bold steps toward leadership and professional advancement.

Through advocacy and mentorship, I hope to inspire a shift where nurses don't just follow healthcare policies, they create them.

When deep searching into yourself, are you an employee or an employer? Why?

I see myself as a leader and a creator; someone who builds, innovates, and drives change. While I value learning under others, my long-term vision aligns more with being an employer, a leader, or an initiator rather than just an employee. Why? Because I am driven by passion for leadership, advocacy, and mentorship.

I don't just want to follow existing structures; I want to challenge them, improve them, or create entirely new ones. I want to be in positions where I can make decisions, influence change, and empower others.

Will nursing be your corridor or your destiny? In what way?

Nursing is my destiny because it aligns with my purpose of impacting lives through healthcare, mentorship, and leadership.

What advice would you give to the government regarding improving the nursing sector?

1. **Streamline Internship Opportunities:** – The government should create a centralized system (a website or mobile app) to help nurses easily find internship placements instead of struggling to secure opportunities.

2. **Improve Working Conditions:** – Many nurses in government-owned facilities work under poor conditions with low wages and inadequate resources. Investing in better salaries, work environments, and career growth opportunities will boost morale and improve healthcare outcomes.

3. **Include Nurses in Policymaking:** – Nurses are at the front-line of healthcare but are often excluded in decision-making. The government should actively involve experienced nurses in healthcare policy formulation to ensure that policies truly reflect the needs of both nurses and patients.

4. **Standardize Nursing Education:** – Nursing education should be updated and standardized across institutions to ensure quality training and prepare nurses for leadership roles in healthcare. This includes revising curricula, improving clinical training, and ensuring that nursing programs meet global standards.

What advice would you give to nursing aspirants?

I would advise nursing aspirants to stay curious, embrace leadership early, and seek mentorship throughout their journey. The journey isn't easy, but it's worth it.

Don't limit yourself to just bedside care; look beyond and explore the many paths within nursing, leadership, policy-making, research, entrepreneurship, and more. Surround yourself with mentors, ask questions, take on responsibilities, and always be open to learning. Nursing is evolving, and those who think beyond the ordinary will be the ones shaping its future! I will always say, "Nursing is a landscape with limitless opportunities."

How are you going to mentor the nursing aspirants?

I plan to mentor nursing aspirants by hosting webinars and online sessions to educate them on the realities of nursing school, leadership opportunities, and career growth.

I will share practical insights on study techniques, clinical preparation, and personal development while building a supportive community where mentorship is accessible and impactful.

Beyond academics, I aim to empower nursing students to embrace leadership roles early and see beyond bedside care, helping them navigate challenges and maximize their potential in the ever-evolving nursing field.

“It’s a sacred call to
be present with
people at their most
vulnerable moment”



Temitope

..The Late Evenings Lover...

ame:

Temitope Agnes Adeola from Ogun State, Nigeria.

Birth month:

April.

Favourite book:

'Confessions of a male nurse' authored by Michael Alexander

Favourite Music:

Songs by Anendlessocan

Favourite space:

Anywhere peaceful—especially where I can freely enjoy my solitude.

Favourite time:

Late evenings, when the world slows down, and my thoughts feel the most alive.

Favourite drink:

Sweetened Yoghurt.

How do you spend most of your spare time?

I spend most of my spare time sleeping. It's the best factory reset method, ever!

What makes you tick?

Helping someone smile—I come alive when I'm contributing meaningfully to something bigger than me.

What spoils your mood?

Being shouted at. Nothing demotivates me as fast as that, lack of organization, being misunderstood, and seeing people treated unfairly.

Who is your favourite person in the world?

My Mother!

What made you choose nursing?

Nursing chose me as much as I chose it. I've always had a pull toward care, service, and healing. It's a sacred call to be present with people at their most vulnerable moment—and I find deep meaning in that.

Who is your inspiration?

My uncle and aunt—Mr. and Mrs. Disu, their unwavering belief in me, their selfless support, and the way they love like parents and siblings all at once—they are a constant reminder that I can go far.

Share about your passion for nursing:

Nursing to me is not just about injections or hospital rounds. It's about showing up for people, advocating for health equity, being a calm in chaos, and using empathy as a tool for healing. Every patient matters. Every life is sacred. I am passionate about making that known.

Apart from nursing, what is this particular gift you have, are you going to pursue it?

I have an inborn leadership spirit, nothing must go wrong or not the way I want, I spot mistakes easily and I'm extremely careful. I have my way with words. I do it effortlessly. Yes, I would.

Do you think nursing is your corridor or your destiny?

Nursing is both my corridor and my destiny. It's where I am meant to be, but also a path that leads to even greater purpose. Through nursing, I'll influence health, communication, and innovation.

If given a chance, who is this celebrity you would like to spend an hour with, and why?

Anendlessocan. His depth of writing about the commonest abstract feelings is absolutely intriguing. He has this rare gift of expressing what most people struggle to even identify within themselves.

You can just tell he's emotionally intelligent—it reflects in his music, his words, and his silence. Spending an hour with him could sharpen my ability to connect more deeply—with people, with words, and even with my own emotions.

It could help me better translate feelings into expressions—whether I'm caring for a patient, writing a message, or even in conversations. His insight might just teach me how to say more with less and listen beyond what is spoken.

Where do you see yourself in 5 and in 10-year time?

In 5 years: A BNSc holder with a blossoming nursing initiative and inspiring lives. In 10 years: A renowned nurse-communicator and policy influencer, contributing to national health reforms and giving young nurses vocal platforms.

How are you going to contribute in improving the nursing sector?

By embracing listening, leadership, and innovation. I want to advocate for healthy patients' emotions, better nurse welfare, digitized systems, and improved nurse-patient relationships—especially in paediatric care.

"I have an inborn leadership spirit, nothing must go wrong or not the way I want"

What do you think is the role of technology in nursing?

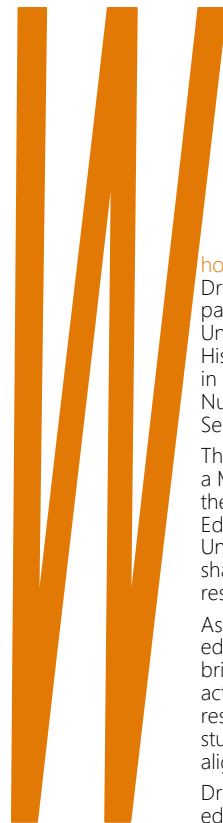
Technology is transforming nursing—from electronic health records to telemedicine and virtual learning. It's bridging gaps, improving accuracy, and making care more accessible. We must embrace it to stay relevant and efficient.

What fingerprint would you like to leave when retiring from nursing?

That, I was a nurse who cared with her heart, thought with her head, and served with her hands. A woman who inspired others to believe in purpose, pursue excellence, and live with compassion by default.

Dr. Xolani Mhlongo

“I try to instil in them
a sense of hope
and resilience”



Who is Doctor Mhlongo?

Dr. Xolani Lawrence Mhlongo is an academic with a deep-rooted passion for nursing education and research. Originally from Underberg, KwaZulu-Natal, he now resides in Pietermaritzburg. His nursing journey began in 2010 when he completed a Diploma in General Nursing (R425) at the KwaZulu-Natal College of Nursing. He furthered his education by earning a B Cur in Health Services Management & Health Sciences through UNISA in 2014.

Thus, his commitment to academic excellence led him to pursue a Master's in Nursing (2018–2019) and ultimately culminated in the completion of his PhD in Nursing, specializing in Nursing Education, in 2023. Currently serving as a lecturer at the Durban University of Technology (DUT), Dr. Mhlongo is dedicated to shaping the next generation of nurses through innovative teaching, research, and mentorship.

As a nurse educator, he is passionate about advancing nursing education, ensuring students receive high-quality training that bridges theoretical knowledge with practical experience. He actively contributes to curriculum development and review, research supervision for both undergraduate and postgraduate students, and the enhancement of teaching methodologies to align with the evolving demands of healthcare.

Dr. Mhlongo is also an active researcher, focusing on nursing education and nursing science. In 2024, he successfully published three papers from his PhD thesis, further establishing his contributions to the field. His dedication to fostering excellence in nursing extends beyond the classroom, as he continues to inspire students and colleagues through his academic work and professional leadership.

What is your favourite sport?

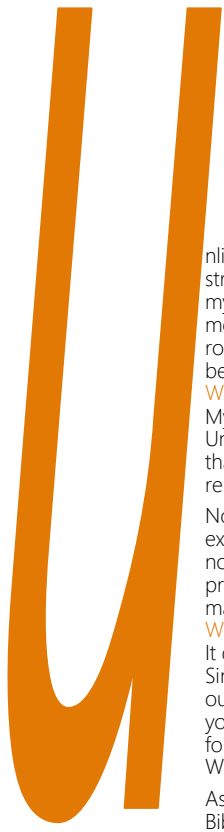
I do not have a favourite sport but rather a hobby, as I spend most of my time running alone. Running is the one activity that keeps my mind grounded while also helping me manage my weight. It provides me with a sense of clarity and balance, allowing me to stay mentally focused and relieve stress.

“I aim to share
the importance
of holistic patient
care”



“I truly enjoy wearing jerseys and coats, which make the cold weather even more enjoyable”





Unlike competitive sports, which often require teamwork or structured training, running gives me the freedom to move at my own pace and set personal goals. Whether it's an early morning jog or a long-distance run, this activity plays a crucial role in maintaining both my physical health and overall well-being.

What is your best season in a year? Why?

My favourite season of the year is winter. I was born in Underberg, where winters are usually cold, and I have realized that surviving in winter is much easier because my energy levels remain high.

Now permanently living in Pietermaritzburg, I find the summers extremely hot, to the point where even teaching in the afternoons become challenging. That's why winter remains my preferred season I truly enjoy wearing jerseys and coats, which make the cold weather even more enjoyable.

What kind of outfit do you prefer when on duty? Why?

It depends on the weather; I wear both formal and casual attire. Since I started at DUT, I've noticed that wearing formal-casual outfits with sneakers is much more comfortable. Sometimes, you have four-hour lectures, and standing and moving around for that long requires you to be comfortable.

What makes your day?

As a born-again Christian, constant prayers and reading the Bible are essential parts of my day. It's through these practices that I find the strength to overcome challenges and stay grounded in my faith. They give me the courage to face each day with purpose and confidence, knowing that I am guided by from above.

Why did you choose to be a lecturer?

My mother was a teacher, and she always believed that I would follow in her footsteps straight from Grade 12. I admired teaching by watching her, but the one thing I didn't like was that she spent her weekends marking or preparing for classes.

However, when I started nursing and realized that a nurse can also be an educator, all of my mother's words came rushing back to me. I decided to honour her while she is still alive by making her wish for me come true. In the end, I truly believe I was born to be an educator.

When did you decide to be a lecturer?

When I was in my third year of study at a nursing college in 2009, I set my goal, and my mind has never wavered from that goal since then.

How did you reach this level in your nursing career?

I reached this level in my nursing career through a combination of dedication, continuous learning, and a deep passion for nursing education. I cannot forget to mention the unwavering support I've received from my family.

They've stood by me through thick and thin, especially my brother Philani, who directly witnessed my transformation from a bedside nurse to an academic. All my strength has come from the Lord.

What impartation are you there to offer?

As a nurse educator and academic, the impartation I offer is rooted in the knowledge, skills, and experiences that I have gained throughout my career. I aim to share the importance of holistic patient care, effective communication, and the continuous pursuit of excellence in the nursing profession.

I am committed to not only imparting theoretical knowledge but also to equipping students with practical skills that will help them thrive in clinical environments. Additionally, I strive to impart the value of lifelong learning, encouraging students to always seek new knowledge, engage in research, and adapt to the ever-evolving healthcare landscape.

Through mentorship and guidance, I hope to inspire future nurse leaders, fostering an environment where they feel empowered to challenge themselves and grow, both personally and professionally.

What is this unique aspect about you?

I believe my distinctive trait is resilience and an unwavering commitment to growth. Despite the challenges I have faced, my passion for nursing education has never wavered. I draw strength from my faith, my family, and my personal experiences, which continue to fuel my drive to mentor, inspire, and uplift those around me.

“All my strength has come from the Lord”



What sound of voice to use in class? Loud or low?

My voice is clear, and adaptable rather than strictly loud or low. I believe that a well projected voice ensures that all students can hear you without straining, but it should not be too loud to the point of overwhelming them.

What kind of ambience does your presence bring into the lecture room?

My presence in the lecture room brings an atmosphere of inspiration, engagement, and intellectual curiosity. I balance professionalism with approachability, ensuring that my classroom is not just a space for knowledge transfer but also for mentorship and personal growth.

How do you describe nursing in one word?

Empowering: I strongly believe that it is indeed more about empowering patients, families, and communities through knowledge, compassion, and skilled intervention.

What do you do to ensure that your students become game changers in the nursing sector?

I ensure that my students become game-changers in this sector by focusing on developing their critical thinking and professional growth. I encourage them to think beyond the textbooks by engaging in real-world problem-solving, challenging them with case studies, and discussions that foster innovation and critical analysis.

I also emphasize the integration of clinical practice with theory, ensuring that students build the hands-on competence necessary for effective patient care. Above all, I strive to instill professionalism and leadership, mentoring them in ethical decision-making, communication, teamwork, and cultural competence.

Are you ever tempted to observe your students and then predict the worst or the best?

As a lecturer, I try to remain objective and open-minded when observing my students, focusing on their individual growth rather than predicting the worst or the best.

How do you guide your students to choose the right path when they venture into the nursing field?

I guide my students to choose the right path in the nursing field by encouraging them to first reflect on their values, strengths, and passions. I help them understand that nursing is a broad field with many specializations, and it's important for them to align their career choices with what excites and motivates them.

When faced with students who are about to give up on their lessons what do you do?

I listen to their concerns and try to understand the root cause of their frustration whether it's academic pressure, personal challenges, or a lack of confidence. By creating a safe and open space for them to express their feelings, I help them feel heard and validated. I reframe the situation, helping them see the bigger picture and reminding them of their strengths and the progress they've already made.

What five words would your colleagues and students use to describe you as a person, a lecturer, or a colleague?

I may not know exactly how others view me, but based on how I treat people, regardless of age or status, I believe they would describe me as passionate, empowering, resilient, kind, and a team player.

How do you pep up distressed students?

I try to instill in them a sense of hope and resilience, letting them know that setbacks are part of the process, and with perseverance, they will succeed.

What do you expect from the incoming students?

From incoming students, I expect a strong sense of commitment and eagerness to learn, as nursing requires dedication and a passion for both the profession and the people we care for.

What should new students expect from you as a lecturer?

They should expect commitment to creating a supportive, engaging, and dynamic learning environment.

Please share about your tutoring philosophy.

My tutoring philosophy is rooted in the belief that every student has unique strengths and learning styles. I approach tutoring with a student-centred mindset, focusing on their individual needs and goals. I aim to create a safe and supportive learning environment where students feel comfortable asking questions, making mistakes, and exploring concepts at their own pace.

“My presence
in the lecture room
brings an atmosphere
of inspiration”

“As a lecturer,
I try to remain objective
and open-minded”





"An interesting quality that makes students come to my class for more is my genuine passion for nursing education"



What is this interesting quality about you that makes your students come to your class for more?

An interesting quality that makes students come to my class for more is my genuine passion for nursing education and my ability to connect with them on a personal level. I create a learning environment that is not only educational but also inspiring, where students feel motivated to engage, participate, and push beyond their limits. I believe in fostering a space that combines enthusiasm, empathy, and a sense of community, making students feel valued and supported.

Under general what characteristics do nursing students require their tutors to possess?

A tutor is expected to be knowledgeable, with a strong understanding of both theoretical and practical nursing concepts, allowing them to bridge the gap between classroom learning and real-world practice. Should also be compassionate and understanding to help create a safe space for students to express concerns.

He or she is also expected to be approachable and accessible as students need to feel comfortable reaching out for support. Additionally, patience is vital, as complex concepts take time to grasp, and tutors must be willing to guide students through these challenges at their own pace.

How does the lecturer's personality affect the students' success?

A lecturer's personality plays a significant role in shaping students' success, as it can influence their motivation, engagement, and overall learning experience. A positive and approachable personality fosters an environment where students feel comfortable asking questions, expressing concerns, and engaging with the material.

How would your previous students describe you?

As I mentioned earlier, I may not know exactly how my students view me, but I am confident that they would describe me as passionate, empowering, and, most of all, kind. Even if just one or most of them come across this interview, they would likely attest to these qualities and how I believe they would describe me.

What is your advice to all nursing students?

My advice to all nursing students is to approach your studies with dedication, resilience, and an open mind. Nursing is a challenging but rewarding field, and there will be times when you may feel overwhelmed or unsure.

During those moments, remember to stay grounded in your passion for helping others and the difference you can make in people's lives. Never underestimate the value of lifelong learning.

Nursing is constantly evolving, and staying curious and committed to advancing your knowledge is crucial for both personal and professional growth. Take care of your well-being, as maintaining a healthy balance between academics, and self-care is essential for sustained success in this demanding field.

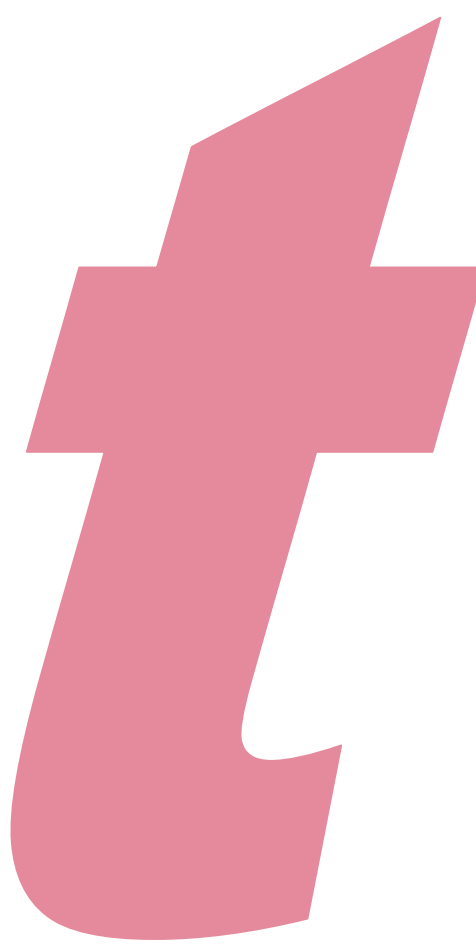
Most importantly, be kind to yourself and others, and never hesitate to seek support when needed, whether from your peers, tutors, or mentors. In everything you do in this career, never forget that God is watching, so strive to do good for others, especially your patients.

Compassion and integrity are at the heart of nursing, and your dedication to these values will not only help you succeed but also make a meaningful impact in the lives of those you care for.

"I truly believe
I was born to be
an educator"

Joy Anyula

Her reasons were never about promotions or pay raises



The alarm clock chimed at 5:00 AM, gently pulling me from sleep. My bed, warm and inviting, seemed to ask me to stay just a little longer. But I had a purpose to fulfil, a journey to continue.

I am a mother, a nurse, and a student from Kakamega, Kenya but currently I am based in Cincinnati, Ohio, United States. When I decided to go back to school, I was met with a chorus of doubts and unsolicited advice.

"Why are you doing this?" they asked with puzzled expressions. "You won't get a promotion, you know." "Will it even increase your salary?" "Isn't it too late to start something new?"

At times, the scepticism felt overwhelming, but I reminded myself that my reasons were never about promotions or pay raises. My goal was simple—I wanted to be a better nurse.

I wanted to deepen my understanding, to navigate complex challenges with confidence, and to elevate the care I provided. Most importantly, I wanted to grow as a person.

Through it all, my mother, a nurse herself, stood unwavering by my side, my greatest cheerleader. She always reminded me that nursing is more than just a career—it is a calling, a purpose, a way to touch lives in ways few professions can.

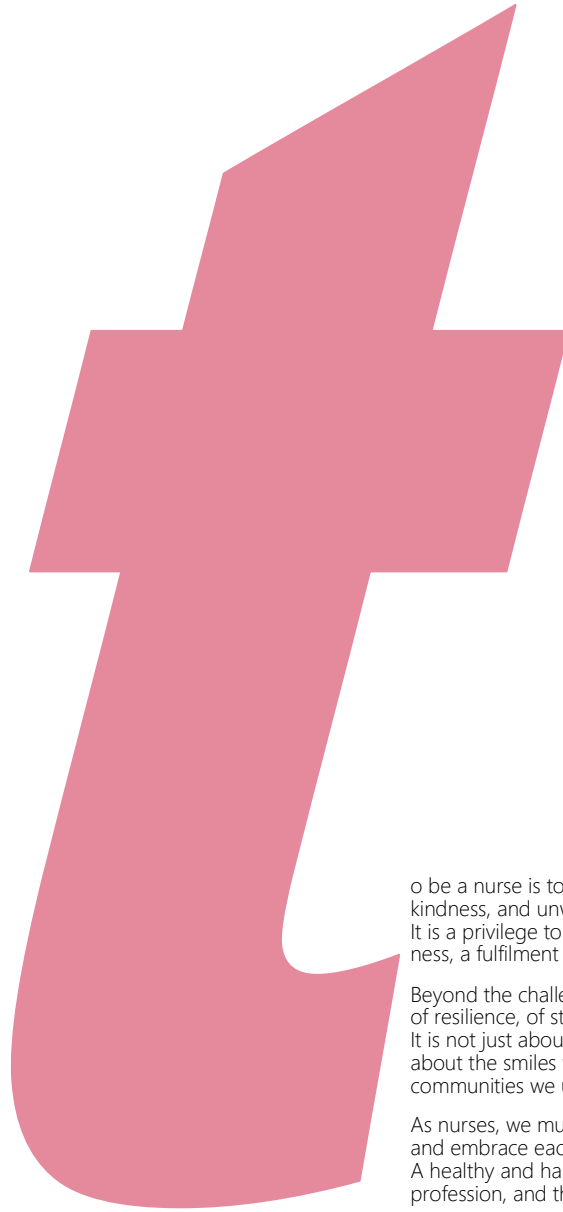
So, I persevered. Through the long nights of studying, the rigorous exams, and the countless assignments, I remained steadfast. And in time, I saw the fruits of my dedication—opportunities I had never anticipated began to unfold.

Scholarships came my way, and new doors opened in my career. But these were not the reasons I started this journey; they were simply the natural outcomes of preparation and commitment.

Nursing is more than a job; it is a sacred duty. It is a world filled with beauty, colour, and boundless opportunities. Every day, we hold the hands of the sick, we comfort the fearful, and we bring hope where there is despair.



"I reminded myself that my reasons were never about promotions or pay raises"



“If your intentions
are clear, external
opinions hold little
weight”

to be a nurse is to be the hand of God, offering healing, kindness, and unwavering care to those who need it most. It is a privilege to serve, and in that service, there is a sweetness, a fulfillment that cannot be measured.

Beyond the challenges, there is joy. Nursing is a profession of resilience, of strength, and of deep human connection. It is not just about long shifts and tough moments—it is about the smiles we bring, the lives we change, and the communities we uplift.

As nurses, we must prioritize our well-being, think positively, and embrace each day with renewed energy and passion. A healthy and happy nurse brings warmth and light to the profession, and that is the beauty of what we do.

Looking back, I am grateful. The same voices that once questioned my choices now ask, "How did you do it?" The answer is simple:

- Stay true to your purpose. If your intentions are clear, external opinions hold little weight.
- Keep learning. Growth is a lifelong process, and knowledge enriches both practice and perspective.
- Trust the journey. Opportunities have a way of finding those who are prepared.

To my fellow nurses, I offer this encouragement: Continue striving, continue learning, and continue growing. The path to excellence is not always easy, but it is always worthwhile.

Let us explore nursing deeper, celebrate it, and make it a glamorous and fulfilling profession. Together, we can create a vibrant, united nursing community where we uplift, inspire, and celebrate each other—because we are not just caregivers; we are healers, comforters, and the extended hands of grace in the world. #NurseforNurses #iANateule ."

“A healthy
and happy nurse
brings warmth
and light to the
profession”





"I ensure not to skip any of the family meetings or gatherings"

Tsietso Mokoena

She never skips
family meetings

My name is Tsietso Gloria Mokoena from the Free State Province, South Africa. I am a young nurse, still pursuing to thrive through the nursing ladder.

My plan is to study smarter to reach an executive level. And I believe that my love and passion for nursing will open many doors for me, especially through the support of my family. I love my family; it is my cushion.

"I always paint a beautiful picture of the importance of nursing and the need for my contribution in it"

W

What strategy do you use to make your family love your nursing job?

I allow them to ask every question they have concerning nursing. In my response I apply patience and simplicity in explaining a variety of contexts. I always paint a beautiful picture of the importance of nursing and the need for my contribution in it.

Moreover, I keep thanking them for sharing me with the nursing sector. Furthermore, when I am off duty I spend more time with them to their satisfaction, it can be indoors or outdoors.

As a nursing professional, what kind of support does your family give?

Working as a nurse comes with a mixed bag of celebrations and stresses. And after a day's work one needs to surround herself with supportive loved ones. My family is very supportive. In most they give me emotional support through and through.

What are the most precious times with your family?

Everyday spent with them is precious and special to me.

What reception does your family give you after a long day's work?

As soon as I enter the house, I am always welcomed by two questions; "how was work? and how are you?" And it is these two questions that always make me feel their support. And the tiny hug from my daughter is priceless.

Who spoils you the most?

It's my fiancé, he always makes me feel so special.

What is the first thing you do when coming from work?

I vent about how good or bad my day has been before doing anything else.

Moments in which you miss your family the most while at work.

"When there are emotional triggers, sometimes something doesn't go right and no one wants to understand my side of the story, and that is when I miss my family a lot because I know they would listen.

What games do you play together as a family?

"We don't have specific family traditional games. But we travel a lot together to charades and theme parks.

What nicknames have they given you and why?

Madam Speaker is my nickname. My fiancé was into politics therefore he gave me this nickname because of the roles played by the Madam Speaker in parliament, and he believed that it's a unique name and it matches my character.

Describe your daughterhood in one word?

'Loving'

Describe your relationship as a family in one word?

'Supportive'

What is your unique family culture?

Our family culture is all about adventure and travelling.

What one word do you use to pep up or energize one another?

'Keep-pushing'

How do you balance your three roles?

"As a nurse I prioritize my work. As for all the roles I play in my family, I make time for them. No matter how limited that time could be, however, the thought of being there for them, being able to give them a hug, reminding them that I care and give them some love, means a lot.

Besides, I ensure not to skip any of the family meetings or gatherings; I always I pitch up even if it can be later than the set time. Moreover, as a fiancée I keep up to all my promises; I do not disappoint my fiancé, especially when he needs me the most. Balancing my life keeps me upbeat and it betters my morale and my work performance as I always leave home feeling enthusiastic.

"And the tiny hug from my daughter is priceless"



“We travel
a lot together
to charades
and theme
parks”



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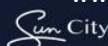
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10 tips to maximise the potential of your home sound system

Select the Right Speakers:



first up, two or three speakers will work fine (a right and left channel to deliver stereo sound) and a subwoofer to crank up the bass.

Because music is recorded and mixed with stereo output in mind, you don't need to add multiple speakers to create the effect.

When choosing speakers, consider your budget, the size of your room, and online reviews to get a feel for sound quality and longevity.



Published on 12 Jun 2023 by blog.sothebysrealty.co.za

Find your sound sweet spot: You can have the best speakers and subwoofers on the market. However, their sound can be impacted by how you place them.

Experiment by angling your speakers and seeing how the sound travels to your preferred listening area. The same applies to your subwoofer and you may even find you'll need to change the position of furniture to prevent a dull or muddy sound.

Rethink your seating: Your room's layout can also enhance how you enjoy your sound system. The general rule is to create an equilateral triangle with both of your speakers and your seating arrangements.

Put the speaker on one side of your TV and the speaker on the other side. Your seating should be placed in front of these speakers. About 6-8 feet in distance is the standard length for an ideal sound experience.

Opt for speaker stands: Even if you're using bookshelf speakers, these should be placed on a speaker stand rather than on the floor or a bookshelf. On the floor will see sound travel to your feet rather than your ears and cause a reverb. Place them on shelves and you risk the sound being trapped and even causing an annoying vibration.

Calibrate audio settings: Your sound system will come with calibration tools to produce the best experience in your home. Adjust settings like bass, treble, and surround sound levels to get the best return on your investment.

Invest in quality cables and connectors: High-quality cables and connectors can make a noticeable difference in sound quality. Choose cables that are suitable for your specific audio setup and invest in connectors that provide a secure and reliable connection.

Consider your room's acoustics: The size, shape, and layout of your room have a distinct impact on your sound system's audio quality. Speak to a designer with expertise or do some research yourself. Small acoustic treatments like curtains, rugs, or sound-absorbing panels can reduce echoes and improve sound clarity.

Upgrade components if needed: If you feel like your sound system isn't performing as it did before, it may be time to do a maintenance check. Drivers can get rotten and damaged and audio cables can get frayed. Where parts can't be fixed, it might be worth investing in a new system and reaping the benefits of advanced technology.

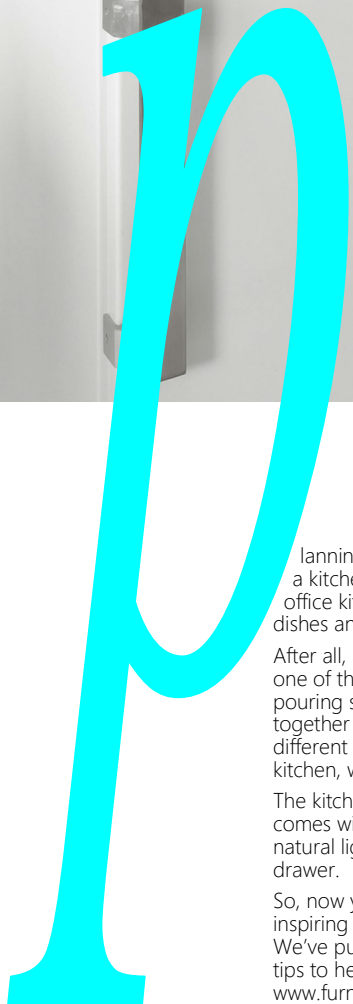
Change your headphones: Sometimes the smallest fix can make the biggest change. If you use your sound system with a headset, it might be the reason for diminished sound quality. Invest in a good pair and you'll see the difference.

Regularly clean and maintain your equipment: Dust and debris can affect the performance of your audio equipment. Regularly clean and maintain your speakers, amplifiers, and other components to ensure they continue to deliver optimal sound quality.

“Adjust settings like bass, treble, and surround sound levels to get the best return on your investment”

13 Office Kitchen Ideas

For an Inspiring Workspace at Home



Planning an office kitchen is very different from planning a kitchen for a private home. More than anything else, an office kitchen will require lots of storage space for dirty dishes and a large dishwasher.

After all, anyone busy in the kitchen is likely to be doing one of the following things: getting water, making a coffee, pouring something away or washing up. If you're putting together a workplace kitchen, you need to focus on a different type of use than you would for a conventional kitchen, www.blanco.com.

The kitchen is a great place to set up a home office. It usually comes with a table you could use as a desk, with lots of natural light, and you'll never be too far from the snack drawer.

So, now you've settled on where, how do you create an inspiring workspace at home? That's where we come in. We've put together some office kitchen ideas and design tips to help you create a functional, stylish home office, www.furniture-work.co.uk.

An office kitchen or even an office dining room can easily turn from being well planned and thought out to resembling a ground dumping area of commercial furniture, scattered dinnerware and a clutter of other kitchen accessories.

When furnishing your office kitchen, you should create a space that is appealing as well as functional. There should be enough space for movement and flow in the kitchen. An office kitchen should never be overcrowded with too many bar stools or booths.

Sometimes the problem points to the seating layout itself. If your kitchen space still feels too tight after rearranging your furniture, try removing some of the furniture that you feel is not as essential. You may be amazed at the difference it makes by doing just that!

Not only does over-furnishing your office kitchen makes your room appear to be smaller but it is also difficult to maneuver your way around. Therefore, it is crucial to follow this tip, especially when you are expecting visitors or clients for business meetings at your office, www.restaurantfurniture.net.



The kitchen is a great place to set up a home office. It usually comes with a table you could use as a desk, lots of natural light, and you'll never be too far from the snack drawer. So, now you've settled on where, how do you create an inspiring workspace at home? That's where we come in. We've put together some office kitchen ideas and design tips to help you create a functional, stylish home office.

1. Consider the layout

The first thing you need to consider is the layout of your kitchen. If you have a big kitchen, you might be able to dedicate an entire area to work. A free corner with plenty of wall space could be the perfect place, allowing you to move a desk in, hang pictures and add shelves or drawers for storage. If you have less space, you might need to be creative with your existing kitchen layout. Use the kitchen table or push a stool up to a countertop. You could use floating shelves to help you keep things tidy and organized.

2. Move close to power sources

This may sound obvious, but you don't want to set up your new kitchen office only to find you don't have access to enough power sources. Set up around your kitchen's existing power sources so you can plug in laptops, computers, printers, speakers, and anything else you may need during the working day.

3. Avoid having wires and cords on the countertops

Like our previous point, you should avoid wires and cords on the countertops. This will make your kitchen appear messy but could also be dangerous when cooking with water or using knives.

4. Go for a seamless style

You should look to create a seamless style throughout your office kitchen. Choose a desk with the same style as your countertops or an office chair that works with your current colour scheme. This will help your new workspace look like it belongs, naturally fading into the background when not in use.

5. Use a free wall

A free wall is a great place to set up your new office kitchen, as it leaves you with plenty of options for organizing and decorating your workspace. Try a corkboard for pinning paperwork, hanging a calendar or keeping family photos. Pushing your desk up against a wall will keep your work out of the way when you're using the kitchen for other things.

6. Set up on your kitchen island

If it's an option, using a kitchen island for your home office is a great way to create a boundary between your workspace and where you cook. Kitchen islands also come with built-in storage like shelves and cupboards that can be used for your tech, stationery and paperwork.

7. Prioritize natural light

Natural light helps our bodies produce Vitamin D, improves our circadian rhythms and sleep patterns, helps us focus better, and even makes us happier. Moving your desk close to a window should be a priority when it comes to office kitchen ideas.

8. Repurpose kitchen drawers or shelves

If you have kitchen drawers or shelves you don't use, you can make the most of your existing kitchen design. Tuck a desk up below a shelf that could be used for storing books, paperwork, or equipment.

9. Use pull-out shelves for your PC and printer

One smart design idea for your office kitchen is to use pull-out shelves and drawers for equipment like your PC and printer. This way, they don't take up space on your kitchen counter or become a fire hazard when cooking with liquid but can easily be accessed throughout the working day.

10. Try a stool and floating desk

For a clever space saver, try a stool and floating desk in your kitchen. This can perch at the end of your countertops, and your stool or chair can be tucked discretely underneath when not in use. This is a great way to create a designated workspace without impacting on your current kitchen design.

11. Hide your office in a closet

Having a hideaway workstation is a trending kitchen office idea, perfect for keeping clutter and equipment stored away when you're not using it. Set up your laptop in a closet, and you can simply open and close your home office whenever you need it.

12. Use mugs and glasses for stationery

Using mugs or glasses as stationery holders is a cool way to help your new office look like it belongs. These items are usually found in the kitchen and will help your desk naturally fit in with the rest of the room, while providing a handy place to keep your stuff.

13. Use a wine rack for documents and magazines

For another clever design idea, a wine rack can be a great place to store rolled-up documents and magazines. Grab one that looks great on your desk and keep everything neat and tidy.

Having a designated workspace at home is important for separating your work and home life. It also gives you a place to feel focused and inspired throughout the day. If you're setting up a new home office in your kitchen and need some new furniture, we have an impressive range of chairs, desks and storage options available from industry-leading suppliers, www.furniture-work.co.uk.

Ethical Practice in Healthcare

Part 2

Ethical Challenges When Applying Laws
and Regulations



“The first ethical
framework
indicates that we
shall first do no
harm”

“Take a moment to reflect on circumstances where you could have done better”

Article published by Dr Augusta Dorning
on March 2025

Introduction

In our last instalment, we debated how nurses are key advocates for ethics in healthcare. In this instalment we will debate some of the ethical dilemmas that nurses face when applying laws and regulations.

We will also talk about Fraud and Ethics Reporting Lines and how these protect those who uphold laws and regulations in the best interests of patient care.

Let's start with the first step in the patient journey. The patient journey

Let's explore a regular occurrence in hospital settings the world over. A patient comes into the emergency room after being involved in a road accident. The ambulance personnel hand over the patient's valuables recovered. Included in the patient's valuables are the patient's cell phone and their wallet.

The patient is wearing what seems to be gold jewellery. The valuables are recorded in the Valuables Register and placed in the Emergency Ward safe. The patient is seriously injured and after being stabilised is admitted to the Intensive Care Unit.

It has been a busy night in the emergency room and the notes are handed over but not the valuables. The patient had no identification on them and is unconscious, so no family member has been contacted.

The team are eagerly trying to contact the family of the patient and have resorted to contacting other passengers who were in the taxi, but who have been discharged. So far, all they can establish is where the patient caught the taxi.

The nature of the patient's injuries are such that the patient remains unconscious for another two days. At this stage the decision is made to take the patient to surgery in order to ensure quality of life post recovery.

As we read through this very common scenario as it is presented, what immediately springs to mind?

1. The safeguarding of the valuables?
2. The treatment of the patient without the patient's consent?
3. Was the patient taken advantage of because they were unable to speak for themselves, at what risk are they placed?
4. Is the patient even at risk at all?

South African challenges

In a country like South Africa, the dynamics of being involved in a road accident are complex. Our environment is such that there are many stakeholders involved. If you are a passenger, the Road Accident Fund needs to be notified by the ambulance service provider.

Not all private hospitals may provide for your treatment, and your treatment may be delayed by service constraints in a public hospital.

More often than not your belongings will be stolen before you leave the scene of the accident and then the probability of your belongings being stolen while you are admitted is highly possible too.

What of your treatment options?

As nurses, and the advocates for the patient, how much work should we do trying to identify the patient and find their relatives? The first ethical framework indicates that we shall first do no harm. We took our nursing oath to be the advocate for the patient. In your daily practice are you as an individual staying true to this?

Environmental factors

In the environments where we work there could be cultural practices that prevent us from staying true to our Oath. Let us explore some of these cultural practices:

1. Remaining silent out of fear of reprisal.
2. Staying silent out of fear of ostracization and exclusion.
3. Maintaining the group mentality because of the above.
4. The opportunity to sell someone's valuables and make some money.
5. The opportunity to steal without fear of consequence.
6. The environment provides the opportunity due to poor levels of compliance with policy and no consequence management.

The role of religious context

We are all born into a religious framework and context. There is no religion on earth that condones theft. Hence it comes down to human nature, and the individual choices that are made every minute of every day, in settings where we care for those most vulnerable.

Take a moment to reflect on circumstances where you could have done better and could have been a better advocate for your patient? In situations where levels of intimidation are high, such as in South Africa, being the person to “blow the whistle” comes with risk.

Fraud and corruption reporting lines

South Africa has literally hundreds of fraud and corruption reporting services and hotlines. These can be found on every government institution website as well as on every healthcare facility website.

Will you do “The Right Thing”

The benefits of using one of these services when you need to outweigh the option of not doing the right thing. Reporting can be completely anonymous and unless you are only one of two people involved in a crime, this is the best and safest option.

It takes courage to report an unethical incident to a reporting line, but can you live with your conscience if you don't?

What's next?

In our next instalment we will discuss how we as a profession make a positive contribution to society.



Article by Dr Augusta Dorning

Dr Augusta Dorning is a senior consultant to The World Bank Group (IFC Health and EPIHC), and the creator and author of the Ethical Principles in Healthcare Course which will be released worldwide in April 2025.



Financial Forecasting 101: How to Predict and Plan for Your Start-Up's Growth



Article by Shaun Koneight published on 1 September 2024

quote: "By failing to prepare, you are preparing to fail."
– Benjamin Franklin

Introduction: Financial forecasting is a critical component of any start-up business plan. It helps you predict future revenues, expenses, and cash flow, allowing you to make informed decisions and plan for sustainable growth. Without accurate financial forecasts, you risk running out of cash, missing growth opportunities, or being unprepared for unexpected challenges.

Why It Matters: A well-constructed financial forecast can guide your business through its early stages and beyond. It provides a roadmap for achieving your financial goals, helps you secure funding from investors, and ensures you're prepared for both opportunities and challenges. By predicting and planning for growth, you can steer your start-up toward long-term success.

5 Tasks for Start-Up Business Owners:

Develop Revenue Projections: Estimate your future sales based on market research, historical data (if available), and industry trends. Break down your revenue projections by product line, service, or customer segment to create a detailed forecast.

Calculate Operating Expenses: List all the costs associated with running your business, including fixed costs (rent, salaries, utilities) and variable costs (materials, marketing). Be as detailed as possible to ensure your forecast is accurate.

Create Cash Flow Statements: Monitor the inflow and outflow of cash in your business. This will help you identify periods when cash might be tight and plan accordingly to avoid shortfalls.

Set Financial Milestones: Establish specific financial goals that you want to achieve within certain timeframes, such as reaching a particular revenue target or achieving profitability. These milestones will help you measure your progress.

Review and Adjust Regularly: Financial forecasting is not a one-time task. Regularly review and update your forecasts based on actual performance and changing market conditions to keep your business on track.

Shaun Koneight
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The Power of Relatability in Nursing Leadership

*How the Relatability
Quotient Transforms*

Patient Care and Leadership

“Building a strong
Relatability Quotient
requires active
listening”



“It is not just about knowing a patient’s condition—it’s about understanding their fears, their needs, and their journey”

Article by By Dr Estelle Le Roux

Dr. Augusta Dorning once said, “I am big on Relatability Quotient!” She posed an important question: “Can anyone become a leader in healthcare? The short answer is YES—if YOU want to!”

In today’s healthcare environment, leadership is not just about expertise or authority—it’s about connection. This is where the Relatability Quotient (RQ) plays a crucial role.

A strong RQ enables leaders to be approachable, authentic, and empathetic, creating trust and meaningful relationships with both colleagues and patients. As a nurse leader and academic, I have seen firsthand how relatability acts as the bridge between vision and impact. It transforms mentorship into inspiration, teamwork into collective success, and healthcare into a truly compassionate profession.

Why Relatability Matters in Nursing

Whether leading a team, mentoring students, or engaging in professional networks, relatability fosters trust, strengthens collaboration, and builds resilience. In nursing, where we navigate both the science of care and the art of human connection, relatability isn’t just an asset—it’s a necessity.

Prof. Jean Watson, a renowned nursing theorist from the USA, emphasizes the importance of deep, humanistic connections between healthcare providers and patients. Her Theory of Human Caring highlights that true care extends beyond medical treatment—it involves empathy, trust, and emotional presence.

By fostering meaningful relationships, nurses create a healing environment that nurtures not just the body but also the mind and spirit. This connection enhances patient well-being, promotes recovery, and strengthens the compassionate foundation of healthcare.

Relatability and Emotional Intelligence: A Powerful Connection

Watson’s concept of human caring aligns closely with Emotional Intelligence (EQ)—a set of skills that includes self-awareness, empathy, social skills, and emotional regulation. Nurses with a high EQ naturally build deeper connections with patients, leading to better communication, improved patient satisfaction, and stronger therapeutic relationships.

Her approach integrates EQ principles into the healthcare setting, making relatability a key component of holistic healing. It is not just about knowing a patient’s condition—it’s about understanding their fears, their needs, and their journey.

Feeling Called to the Nursing Profession

With this in mind, I firmly believe in the statement: “To practice Relatability Quotient as a nurse, you need to feel called to the profession.” Nursing is more than performing clinical tasks—it demands a deep sense of empathy, emotional connection, and the ability to relate to patients on a personal level.

When nurses feel truly called to their work, they naturally develop compassion, patience, and trust-building skills that enhance their RQ. This intrinsic motivation fuels their ability to provide holistic, patient-centred care, making a profound difference in the lives of those they serve.

How Do You Cultivate Relatability?

As nurses, we are more than caregivers—we are leaders, mentors, and advocates for our patients. Building a strong Relatability Quotient requires active listening, open communication, and an authentic commitment to patient-centred care. I’d love to hear from other nursing professionals—how do you cultivate relatability in your leadership journey? What strategies have worked for you?



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“The next generation is ready, the question is, are we ready to lead them there?”

The Gen Z Shift: Revolutionizing How We Support Novice Nurses

“Let us break down outdated systems and build bridges of support, inclusion, and innovation”

By Yasteel Rajdev, BN Honours (Cum Laude)

I am Yasteel Rajdev, a Generation Z professional nurse and proud graduate of the University of KwaZulu-Natal, where I earned my Bachelor of Nursing Honours degree, cum laude, in 2020. With specializations in Psychiatry, Community Nursing, and Midwifery, my journey into the world of healthcare has been anything but conventional and far from easy.

As a university-trained nursing student, I often found myself standing on uneven ground. Unlike those who trained through hospital-based programmes, we were viewed through a different lens, one that often came with skepticism and unequal treatment.

Expectations were sky-high, yet the resources and support didn't always match. I was expected to perform beyond what was taught, to stretch beyond my boundaries, to show up with solutions when I was still learning the problems. However, adversity breeds excellence.

Through perseverance, visibility, and relentless commitment, I not only overcame those challenges, I rose above them. I am a proud Golden Key International Honour Society member and recipient of multiple Dean's Commendations.

Post-graduation, I have managed an operating theatre, served as a clinical manager, filled in as night hospital manager for both a 359-bedded and most recently a 122-bedded hospital. Today, I serve as a Clinical Facilitator for the Mediclinic Group, where I am privileged to mold and guide the next generation of nurses.

As a Gen Z nurse myself, I've experienced the very shifts I now help others to navigate. I understand what it means to enter the profession with big dreams, digital confidence, and the desire to make an impact, only to be met by outdated systems and limited support.

The journey hasn't been easy. But it has been worth it. I believe that the future of nursing depends not just on how we practice, but on how we prepare those who will practice after us.

Integrating Novice Nurses: Rethinking Support for Generation Z in Healthcare

In today's rapidly evolving healthcare environment, integrating novice nurses, particularly those from Gen Z requires a radical rethinking of traditional onboarding and support structures. Gen Z nurses are entering the workforce at a time when technology, mental health awareness, and work-life integration are shaping their values and expectations.

The conventional hierarchical and task-based models of the past are no longer sufficient. Evidence-based, person-centered, and emotionally intelligent approaches are necessary to ensure both retention and high-quality patient care.

Understanding Generation Z Nurses

Gen Z (born between 1997 and 2012) is known for their digital fluency, diversity, and emphasis on mental well-being. We value purpose, feedback, autonomy, and a culture of inclusion. According to the American Nurses Association (ANA), Gen Z nurses prioritize mentorship, transparency, and mental health support more than any previous generation.

Incorporating these values into hospital settings means shifting from outdated models of "sink or swim" orientation to proactive, individualized integration strategies that reflect who we are and how we thrive.

Evidence-Based Strategies for Effective Integration

1. Structured Mentorship and Preceptorship

A study published in the Journal of Nursing Management (2022) found that new nurses who received formal mentorship were 30% more likely to remain in their roles beyond the first year.

Structured preceptorship should involve consistent check-ins, mutual goal setting, and progressive exposure to clinical challenges. More importantly, mentors should be trained not just to teach but to connect.

2. Psychological Safety and Emotional Intelligence

A 2023 article in Nurse Leader highlights psychological safety, where individuals feel safe to speak up, ask questions, and admit mistakes, reduces burnout and increases job satisfaction. Nurse leaders and facilitators must model emotional intelligence, cultivating a culture where feedback flows in both directions and vulnerability is not punished but supported.

3. Incorporating Technology as a Tool for Learning

Gen Z is uniquely positioned to use technology for learning. Simulation-based education, virtual case studies, and mobile learning apps enhance clinical reasoning and adaptability. Hospitals should leverage digital platforms not only for clinical training but also for communication, feedback, and peer connection.

4. Flexible, Purpose-Driven Work Culture

Rigid, hierarchical environments can alienate younger nurses. Instead, create opportunities for them to contribute meaningfully. Let them co-lead projects, bring innovation to ward practices, and participate in policy development. This aligns with the Magnet Recognition Program's emphasis on shared governance and evidence-based nursing leadership.

Challenges in Implementation

While these strategies are rooted in best practice, integrating them requires a shift in institutional mind-set. Resource limitations, resistance to change, and generational misunderstandings can become barriers. It is the role of clinical facilitators, nurse educators, and managers to act as mediators thus translating generational strengths into clinical excellence.

As someone who has managed hospital units, coordinated night shifts, and now facilitates clinical development, I have witnessed first-hand the difference it makes when novice nurses are seen, heard, and supported. For instance, their confidence grows, patient outcomes improve, and the entire healthcare culture becomes one of growth and compassion.

Creating a Legacy through Integration

We stand at a pivotal moment in nursing history. As experienced professionals and in my case, as a Gen Z nurse who has lived through the transition, we are tasked not only with delivering care but with preparing those who will continue the work after us.

Gen Z is not a challenge they are an opportunity. Our fresh perspectives, tech-savviness, and emotional insight can revitalize healthcare, but only if we are met with updated systems, open hearts, and visionary leadership.

Let us choose boldly to mentor with intention, to lead with compassion, and to evolve with courage. Let us break down outdated systems and build bridges of support, inclusion, and innovation.

Because when we invest in our novice nurses, we are not just filling vacancies, we are shaping visionaries, cultivating leaders, and securing the future of compassionate, quality healthcare. This is our responsibility. This is our legacy. The next generation is ready. The question is, are we ready to lead them there?





"I seek advice from my Creator by reading spiritual inspiration from my phone"

Nobom Nini

A Multi-Award Winning Nursepreneur



I am Nobom Nini, I was born and bred in Stutterheim; Mgwali in the Eastern Cape. I am the last born of the late Mr and Mrs Bobotyani, am married to Mr Mzwandile Nini, it's been 27 years now, we were blessed with three kids. I started my career in nursing in 1992 and I completed my first qualification through Victoria Nursing School in Alice, in 1996.

Furthermore, in 2017 I joined an NGO called Beyond Zero, Fh1360, Small project foundation. I was a director of a training company called Kulisha Akili Solutions, the Siphethubomi Healthcare Services, and an NPO named Isisombululo Solutions 205-152. And then, in 2019 I joined a franchise as a Nursepreneur.

My first employment was in Emmerantia, in Gauteng, that was in July 1996. In the same year I was employed by the Settlers Hospital in Grahamstown, then in 2001 I moved to Port Elizabeth, in 2024 I moved to East London and worked in various clinics up to District level as a Deputy Director for health programs.

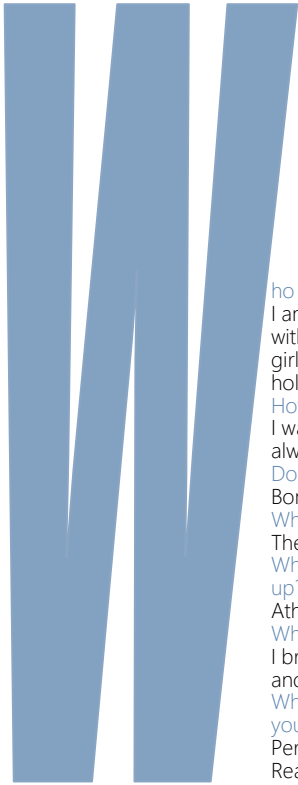
My education accolades entail a Degree in Education, Administration, and Community, a Diploma in Midwifery, Mental Health, Clinical Nursing Science, and a Monitoring & Evaluation Advanced Certificate.

I won the Community Awards from IWISA No.1 Competition, the Sociopreneur at District, and the Provincial for Presidential Awards 2024. Amongst others I have been a member of SANC, the Board of health care funders, Denosa, Border-Kei Chamber of Business, the Symphony Chamber, and the SANAC Health Professionals.

"I am more
of a social
nursepreneur"



"I would change systems from being reactive to being proactive"



“The top three skills are influence, service and impact”

Who is Nobom Nini?

I am a last born among the 7 siblings, I was left with my stepmother at the age of 15, I was the only girl in the family and was responsible for all household chores.

How has your early life been?

I was a focused child progressing well at school always amongst the top 5 achievers.

Do you have a nickname?

Bomza.

Who is your first Love?

Themba.

What games did you enjoy the most when growing up?

Athletics.

What do you do first thing in the morning?

I browse through my phone and read messages and check news updates.

What personal strengths would you like to motivate your admirers with?

Perseverance, Consistence, Networking and Reading.

Who do you spend most of your time with?

My clients or patients.

Who is your celebrity crush?

None.

How would someone get your special attention?

When you talk about growth and development.

What is your favourite dish?

Meat.

What are your favourite moments?

A holiday with my friends.

What is your favourite car brand?

A VW.

What is your favourite sport?

Rugby.

What career did you choose and why?

Nursing-care, for the needy in all aspects of their life.

What ranks did you go through to be where you are currently?

I was a Deputy director at the district office for all programs, Operational Manager, Clinical Liaison Officer at an NGO, Professional Nurse at a primary health clinic for 16 years and at the hospital.

Do you think your career was the best choice and why?

Yes it was; skills, knowledge and attitude I acquired and required towards the work I do since years of my training that's what keeps me growing from strength to strength, feedback from patient experience of care, lives saved through my clinical skills and expertise in my field of work.

If you could, what would you change in the world?

The appreciation that health is a priority from prevention, promotion, curative and rehabilitation, taking in consideration the social, mental, and physical beings health and overburdened health care facilities. I would change systems from being reactive to being proactive, and enhance partnerships among healthcare stakeholders; private, public and civil societies.

What is this part of your life experience would you alter if you had a chance to?

Venturing into business at an early age.

If you were to write a book about yourself, what would you name it?

“BEYOND THE BEGINNING, Your background does not define who you are”.

How do you handle adversity and doubt?

I seek advice from my Creator by reading spiritual inspiration from my phone.

What are some of the mistakes you wish you could have avoided in life?

A scar on my face which I sustained while I was young. I grew up with a very naughty boy, and one day I was running and was accidentally cut by barbwire.

What is the name of your company and what is its specialty?

Siphethubomi PTD Ltd Trading. As Siphethubomi health care services we render comprehensive private primary health care services in the town of Reeston, Eastern Cape, South Africa, to an area where there is no fixed clinic within 5km radius, with high treatment defaulters' rate, and rated with high percentage of teenage pregnancy in 2014 in the country.

How did you come up with the name for your company?

I named it after my first- and last-born names to a name meaning we are holding lives of those in need of care in all aspects of their lives.

What made you decide this type of business?

To continue saving lives, care for the sick, as I was called to perform this task.

How did you know that you had the right idea?

Through positive feedback from my clients, especially after the pandemic and after taking care of my mother up until her last days, and diagnosing my sister with cancer of cervix and many more and other missed life-threatening diagnosis.

What was your key driving force to become an entrepreneur?

I am more of a social nursepreneur as I am able to address all social related aspects.

What kind of values exist in your organization?

Ubuntu, passion and confidentiality.

What is a typical day like at your business office?

Planning and organising daily and weekly activities, and my morning routine of answering emails and making follow-up calls.

Where do you see your company in five years?

Having expanded services with other allied health care workers, growth and expansion to other locations to increase access, improved financial performance for sustainability, rated amongst the best service providers, develop our business to a franchise, in partnership with other service providers and in collaboration with department of health for National Health Insurance.

How many hours do you work on average, per day?

Nine hours per day.

How do you describe your typical day?

Challenges with different diagnosis that one must come up with an accurate management .

How has your business life affected your family life?

I am challenged by not reaching the set targets, therefore I must work even after hours.

What motivates you in your entrepreneurial journey?

Being a socio-preneur dealing with a client holistically, and looking at all aspects; physical, social and mental.

What are your principles?

Confidentiality, justice, beneficence, empathy and professionalism.

h

How do you define your success?

Personal; continuous learning and growth.

Professional; high quality patient care

Business; operational efficiency, financial stability, community involvement, and a positive impact to the community.

Do you believe there is some sort of pattern or formula to become a successful entrepreneur?

Passion for the job you do, thoughtful business plan with clear vision, mission, and goals, keeping updated with new developments, staying customer centric, networking and partnerships.

What is your favourite aspect of being an entrepreneur?

Making a difference, especially during the Covid 19 pandemic, educating the community through local radio stations, collaboration, and access to opportunities for community development.

What has been your most satisfying moment in business?

Getting feedback on treatment outcomes, receiving recognition such as the Daily Dispatch Local Hero's nomination, Nursing Council Be That Nurse Campaign, the Eastern Cape Hustler's Awards nominee, National Presidential Awards nominee, CWENA nominee and IWISA NO. 1 Champion 2ND run-up.

What service or product do you offer?

Prevention, promotion and curative health care services.

Did you experience failures? If so, what did you learn from them?

To have the NPC expectations but not achieving the set targets in terms of numbers. In my point of view that was not a failure due to knowledge, skills and expertise in my field of work but that made me to accurately diagnose and manage my patients efficiently and effectively.

Does technology work for your business and how?

Yes! Client management system and record keeping.

Who has been your greatest inspiration?

Receiving testimonials from my clients on how I have saved their lives during COVID 19 to date, being nominated to represent my province on sociopreneur at the National Presidential Awards 2024. Having diagnosed a 5-year-old boy with a congenital heart disorder that was previously missed, and was successfully operated in Cape Town in 2024

What business-related book has inspired you the most? (or, what is your favourite book?)

'Zero To One' by Peter Thiel.

What is your greatest strength?

Resilience, flexibility and empathy

What is your greatest weakness?

Perfectionism, self-care and boundary settings.

What piece of advice would you give to those who want to become entrepreneurs in your sector?

They need to conduct a proper market research, develop a comprehensive business plan, secure funding and maintain networking.

If you had a chance to start your career over again, what would you do differently?

I would specialize immediately after completing my basic training.

What are the top three skills needed to be a successful nursepreneur?

The top three skills are influence, service and impact.

What entrepreneurial tactics have you discovered to keep you focused and productive in your day-to-day busy schedule?

Confidence, knowledge of subject matter, efficient decision-making, and consultation.

What is your daily slogan?

"All things work together for good".

How do you describe your leadership in one word?

Servant leadership.

What is your advice to the young nurses?

Find a mentor for guidance. Focus on the positives and self-development. Develop listening, communication and critical thinking skills as our communities are complaining about nurses' bad attitudes.

"Develop listening, communication and critical thinking skills as our communities are complaining about nurses' bad attitudes"



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"They need to conduct a proper market research"

Susie King Taylor

An African American Nurse and Teacher during the Civil War

Susie King Taylor was a remarkable woman and an important figure in American history. She was born into slavery in the deep south in 1848 in Liberty County, Georgia, and went on to become a nurse, teacher, and Civil War heroine. Taylor is particularly noteworthy for her role in the Civil War, during which she served as a nurse to African American soldiers in the Union Army.

Her contributions to the war effort helped to pave the way for greater opportunities for African Americans in the military, and she is considered a trailblazer for women's rights and civil rights in the United States.

While Susie King Taylor's story has been widely celebrated, her connection to Savannah, Georgia is particularly significant. As a young girl, Taylor was allowed to move to Savannah to live with her grandmother, Dolly who encouraged her to learn to read and write.

Formal schooling was not permitted by law at the time for slaves in the Antebellum South, so Taylor's grandmother arranged for her to attend secret schools. After the Civil War broke out, Taylor escaped to the Union Army, and it was during this time that she began to serve as a nurse and teacher to African American soldiers.

Taylor's experiences as a slave in Savannah undoubtedly shaped her worldview and contributed to her desire to fight for equality and justice. In her memoir, "Reminiscences of My Life in Camp with the 33d United States Colored Troops,

Late 1st S.C. Volunteers," she describes the hardships and injustices of slavery, as well as the bravery and determination of the soldiers she served with. Through her writing, Taylor provides a firsthand account of the Civil War and its impact on African Americans, and her memoir has become an important historical document.

In addition to her work as a nurse and teacher, Taylor also played a significant role in the struggle for civil rights. After the war ended, she returned to Savannah and continued to teach and work for equality.

We hope this story intrigues you to dive deeper and learn more about Susie King Taylor on the Library of Congress website where there is an interesting media rich presentation. Taylor's legacy lives on in Savannah and throughout the United States.

Her memoir continues to be studied and celebrated as an important historical document. By fighting for the rights of African Americans and serving as a nurse and teacher during the Civil War, Susie King Taylor made an indelible mark on American history, and her legacy is an inspiration to all who continue to fight for justice and equality.

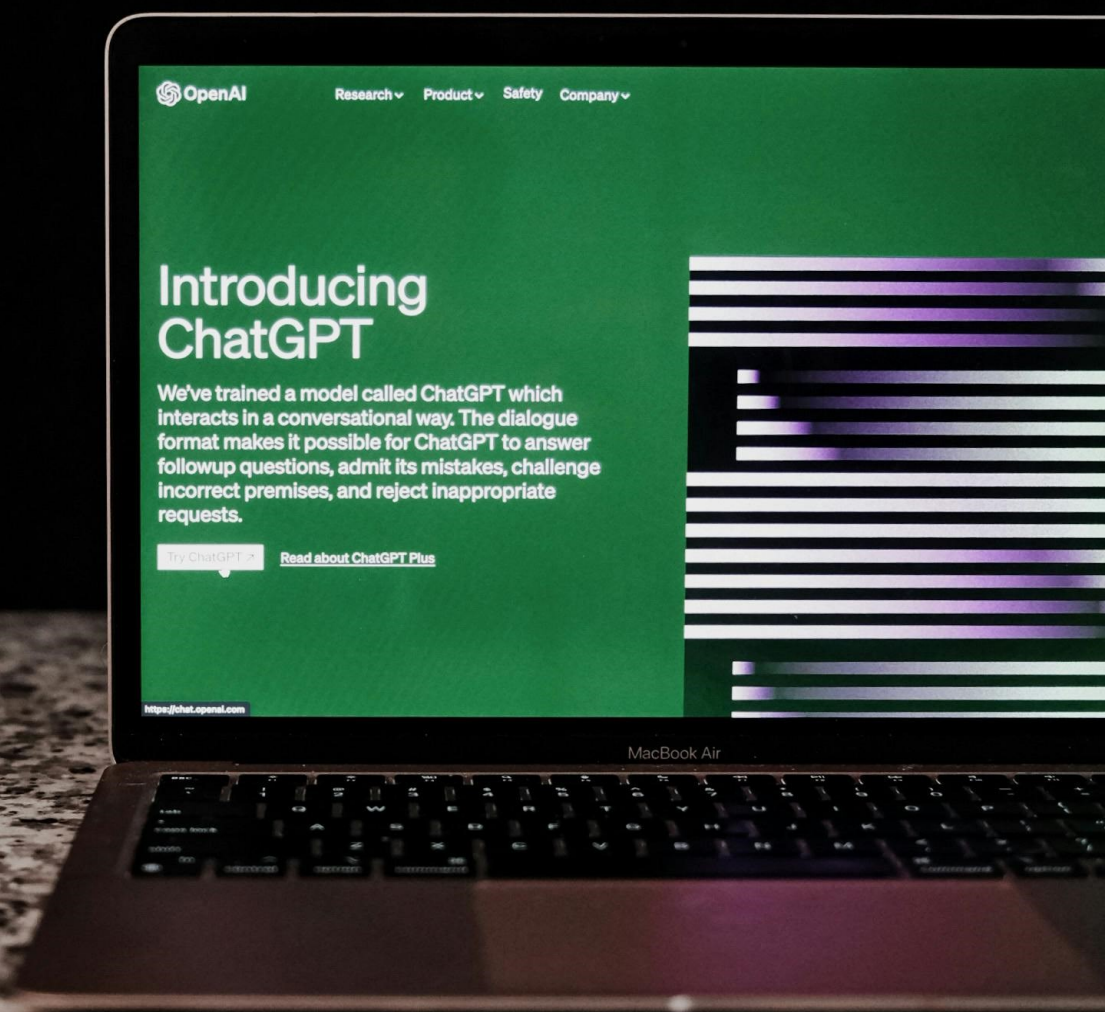
Article by www.savannahproper.com

"She is considered
a trailblazer for
women's rights and
civil rights in the
United States"



The One ChatGPT Prompt Every Nurse Should Be Using When Applying for Jobs

“Ask follow-up questions if something’s unclear or feels too general”



introducing ChatGPT
Introducing ChatGPT

Article by Nigel Cameron-Davies: Director & Senior Consultant, Mednurse, published on 22 April 2025

If you're a nurse in Africa, you already know that applying for jobs can feel like sending your CV into a black hole. You've studied, trained, worked long hours, and built-up years of experience; but getting your application noticed can still be tough.

That's exactly why excellent recruiters should be doing things differently. They should guide nurses step-by-step so they can stand out, show up confidently, and walk into their interviews with a solid advantage.

And now, there's a free tool that can help you do all of that in just a few clicks.

ChatGPT: A New Kind of Support for Nurses

Whether you're applying to a government hospital or a private facility, the job market is crowded. And sometimes, it's the little things that help your CV rise to the top; like knowing what hiring managers really want, even if it's not written in the job post.

That's where ChatGPT comes in

I've created a simple, smart prompt that you can copy and paste into ChatGPT anytime you apply for a job. It helps you understand what the hospital is actually looking for, how to position yourself as a great match, and even which interview questions to prepare for.

I'm not saying it will do the work for you, but it will definitely help you work smarter.

The Prompt Nurses Are Using to Get Interviews (And Jobs)
Here it is — the exact ChatGPT prompt I'm encouraging all my nurse candidates to use:

PROMPT TO USE IN CHATGPT:

Act as an experienced healthcare recruiter who regularly hires nurses for both government and private hospitals in South Africa. Based on the job description below, please provide guidance tailored to local healthcare expectations and priorities:

- What are the top 3 skills or personal qualities this hospital is most likely looking for—even if not stated outright?
- What are the key challenges or pressures this role is expected to help solve, and how can I present myself as part of the solution?
- How should I adjust my CV and cover letter to align with these expectations and stand out from other applicants in South Africa's nursing job market?
- Which keywords or phrases should I include to improve my chances of passing through ATS filters?
- What interview questions am I likely to be asked—especially those assessing clinical competence and soft skills?
- What qualities, achievements, or experiences would help me shine above other qualified nurses, particularly in the South African context?

Give me one powerful sentence I can include in my cover letter or WhatsApp message to show I genuinely understand the role and what the hospital is looking for.

Paste the full job advert below this prompt, and within seconds, you'll get a breakdown of exactly what you need to do next.

Why This Works

Most nurses I speak to already have what it takes to succeed, the qualifications, the hands-on experience, and the work ethic. But what often holds them back is not knowing how to express all of that in a way that matches what the employer is looking for.

This prompt helps you bridge that gap

It guides you to:

- Identify the soft skills the hospital is likely looking for (even if not listed).
- Understand the bigger picture — such as staffing shortages, patient loads, or team dynamics.
- Fine-tune your CV so that it speaks directly to the needs of the unit.
- Include the right phrases to make it past Applicant Tracking Systems (ATS).
- Practice interview answers based on what's likely to come up.

Add that final touch — one strong sentence that shows you've done your homework and you're serious about the role.

One Nurse's Story: From Silence to Success

Let's take an example. Thuli, a registered nurse with over a decade of theatre experience, was struggling to get shortlisted. She was applying to private hospitals, ticking every box, and still not getting a call.

She gave our ChatGPT prompt a try. The tool picked up that the hospital likely needed someone who could take initiative and help reduce operating room delays.

Thuli revised her CV to include a section about how she'd streamlined surgical prep in her previous role, cutting turnover time by 15%. She also used this line (suggested by ChatGPT) in her cover letter: "This unit needs more than a scrub nurse; it needs someone who understands the flow of theatre and how to support both the surgical team and patient safety under pressure." A week later, we got the call. Two weeks after that, she had the job.

But I've Never Used ChatGPT Before...

No problem. It's easier than you think. Here's how to get started:

Visit <https://chatgpt.com/>

Sign up for a free account

Copy and paste the prompt above

Then paste the job advert you're applying for directly underneath Press enter, and read the advice

You don't need to be tech-savvy. If you can copy and paste, you can use this tool.

Quick Tips to Get the Most Out of It

Use the full job description — the more detail, the better the advice.

Ask follow-up questions if something's unclear or feels too general.

Don't just read it — apply it. Update your CV and cover letter based on what you learn.

Why Am I Sharing This with You?

Because I want nurses to succeed. I've been in this game long enough to know that even the most qualified nurses sometimes get overlooked, not because they're not good enough, but because their CV didn't speak the employer's language. Or their cover letter was too general. Or their interview answers didn't quite match the hospital's needs.

That's why I'm offering more than just placements. I'm offering strategy, tools, and support that works.

This ChatGPT prompt is just one example, but it's already helping our nurses get shortlisted faster and more often.

The Bottom Line

You've worked too hard to let your application blend in with the rest. Whether you're looking for your next role in a trauma unit, a rural clinic, or a high-end surgical ward, this tool helps you put your best foot forward, clearly, confidently, and strategically.

Remember: job hunting doesn't have to feel like guesswork. You can understand what hiring managers are looking for, and you can tailor your approach accordingly. That's what smart candidates do.

So, try it. Use the prompt. Tweak your CV. Practice your answers. And take that next step with purpose.

Let's raise the standard together, one great nurse, one great job, at a time.

"Mednurse: For nurses. Your future matters to us"

Article by Nigel Cameron-Davies
Director & Senior Consultant, Mednurse
Office: 021 421 0832 |
Email: nigel@mednurse.co.za |



Litha Nyoka

*Unit
leaders
are key*

“It feels good to be back doing the actual nursing care, seeing patients that came being burnt and sick, then you see them progressing in healing”

What is your position?

Professional Nurse at Chris Hani Baragwanath Academic Hospital -Adult Burns Unit.

What is your work responsibility?

I serve to nurse patients in Adult Burns Unit, bed-bath, administer medication, monitor intake and output, do blood gases, replace lost fluids and electrolytes, do dressings on the patients. I form part of a multidisciplinary team (MDT).

What is the first thing you do when you arrive at the nursing station?

When I leave home, I pray to God to protect me on my way to work, when I get there, I go take a report and relieve the night shift staff. Then we go to the nursing station to have a morning prayer as we are starting a new day, then proceed by giving the report to my shift.

What is the foremost tendency you practice as a team after the morning handover, just before you start with your daily duties?

Debriefing ourselves on a “word situation.” We talk about dressings, who pairs with who, who goes for 1st tea and lunch, et cetera.

How is your relationship with your Unit leader?

Unit leaders are key people; they are a reservoir of knowledge and experience. Hence, it is crucial to have a good working relationship with them, as they are there to mentor and guide us in our work.

When you have good working relations you can discharge your daily duties well, and you will be able to go to them for guidance. I have a good working relationship with her.

How is your relationship with your fellow colleagues?

I have been in this team for 5 months in ABU from the clinics where I worked for 8 years. And coming back to Bara to work in a hospital setup, I was nervous, as I have been away from bedside nursing and was thrown in the deep end to swim with the sharks in Adult Burns Unit.

But let me hasten to say I was confident that I would adapt and grasp as much knowledge as possible. So, the team held my hand, guided me, being patient with me, imparting knowledge as much as possible, because we deal with patients who are critically ill.

How do you introduce yourself to a Patient that meets you for the first time?

Good morning, Sir/Mam, my name is Litha Nyoka, you can call me Nurse Litha, I am here to work with you today. If you need anything, please do not hesitate to shout. I am here for your health to improve and ensure you have a good stay in the hospital and go home feeling restored.

“Kindly cooperate, and how would you like me to address you?”

How do you address a rowdy patient or family?

I ask them to calm down, as they may not hear or understand when they are rowdy. Besides, I might miss some vital data, hence it is of importance to collect information step by step, so I can assist them.

And if it is above my capacity, I call our team leader for clarity and assistance. In the meantime, I ask them to kindly wait for me for a few minutes while I am sorting the matter out.

Have you ever encountered disrespectful clients and how did you feel or react?

I have encountered this several times, when I was working in Leratong Hospital Emergency Unit, where on weekends people would drink alcohol and get injured, when they come to the Casualty Unit or the clinics, they want to be treated as a priority.



“If you need anything, please do not hesitate to shout”

Even though we explain to them about the process of Triage patients and waiting times to be seen by the doctors, but they would be rowdy due to impatience. As a nurse, it is important to first calm down the patient and family to get their cooperation.

You must not show an attitude as they may pick up those vibes and escalate a situation. You must be assertive, not arrogant. In nursing training, we are taught how to respond to such situations.

[In case you encounter any bullying tendencies at workplace, how do you react?](#)

Firstly, you talk to the person who is committing this act. If they persist, you call the team leader and if they fail to arrest the situation, you talk to the unit manager to lodge a grievance, which must be resolved within 7 days. Because if it is not dealt with, it may lead to conflict; verbal or physical, emotional abuse, which may eventually lead to increased absenteeism.

[How does it feel to work with a reputable and responsible doctor?](#)

Of course, it feels encouraging that you are working with a very competent person who is a fountain and a reservoir of knowledge, it is enriching as one gains valuable experience and knowledge. For instance, if you have questions you know you will be given proper answers.

[How do you feel when you hear the footsteps of a matron or the assistant manager moving around your Unit?](#)

Firstly, they are human, even though they occupy higher positions but theirs is to make sure that everything is in order. Of course, they know you have a team leader, a Unit Manager, who is ever present and communicates with you daily.

However, they may ask certain questions to see if you are adapting to the environment and the culture of the unit. Hence, I do not feel frightened, in fact I just carry on with my duties calmly, so that I do not make errors or mistakes that will endanger the patient.

[As a unit or team how do you contribute to avoiding unnecessary arguments?](#)

We immediately involve our team leader or the Unit Manager.

[How effectively do you spend your lunchtime?](#)

I usually enjoy my lunch with some music sounds coming through my bluetooth ear pads, it soothes me.

[As a unit or team, what mechanism do you apply to prevent the causes of mental health issues in your work environment?](#)

We celebrate every big and small achievement, and we iron out issues immediately.

[In case of any misunderstanding, how soon do you reconcile with your colleagues?](#)

As soon as the same day, we evade work-related negative vibes at all costs. A lot may happen, such as gossiping, treating your patient wrongly, your subordinate may be disrespectful towards you, but in the midst, we maintain a positive energy for the sake of our mental health.

[Do you perhaps experience absenteeism in your unit? If yes, what could be the cause?](#)

Not really, I may not know about other groups, but in our group, we do not have a problem of absenteeism. It may be some family matters for some individuals, but not always. In our unit we depend on each other, we utilize our 7 days off to rest and to attend to our own personal issues.

[Have you ever experienced burnout. If yes, what was the cause and how did you conquer it?](#)

As I indicated above, I spend my off-duty days wisely, I take myself out to some nature reserve, for a picnic, a massage parlour et cetera, depending on my need.

[Have you ever experienced losing a patient you cared for?](#)

[How did you deal with it?](#)

Well it happened at Leratong Hospital where a taxi driver knocked a 11-12-year-old child, she came to Casualty and was bleeding through her ears and nose, we tried to resuscitate her, but we failed, it hurt so bad, I cried. She was the same age as my daughter. I cried in my little corner, that's it.

[In a nutshell, how do you feel being a bedside nurse?](#)

As I alluded above, I was working at the clinics for 8-years, it feels good to be back doing the actual nursing care, seeing patients that came being burnt and sick, then you later see them progressing in healing, it feels good to be part of that.

The other vital aspect is that currently I nurse one patient per instance, not the long queues in clinics whereby I would push the line and then knock off.

[What is your philosophy when it comes to clientelling?](#)

I grew up in Matatiele in Eastern Cape, my grandmother was a nurse and an activist, I saw how she cared for patients at SANTA Hospital for TB, they honored her for her good work and commitment, she also formed part of the Civic organ, she would attend meetings and return home very late.

Besides, my mother used to work at what was known as Zap, then Gap and finally was called PEP Stores. Thus, her subordinates respected her as their manager as she was good at relating with them naturally. Hence, her staff members would work tirelessly to reach the set targets and go beyond, reason being they were led by a person who knew how to treat staff and clients at large.

I have been a leader at high school, setting papers and answers for my study group mates, even at Bara College of Nursing, I continued to do the same, creating study groups for people to pass, I was an SRC 2010/2011/2013 because people saw potential, the drive, dedication, the never die spirit, the will, the zeal, and determination in me.

All this I learnt from my grandmother and my mother when growing up. Besides, I kept these traits throughout my community service. Moreover, at Leratong Hospital, I became a union officer, dealing with workers issues, Furthermore, our church also played a huge role in shaping my character.

Therefore, my philosophy is the principle of excellence "Be the best you can be, so that those who were before you are not compared to you, and those coming after you will never match your standard". Hence, I believe in servant-leadership, not a top to bottom, but a bottom up leadership, I believe in a collective effort, so that people may be part of each success story within the institution.

[As a bedside nurse, do you feel appreciated or unappreciated?](#)

We are not appreciated at all. For instance, negotiations at the bargaining chamber were concluded without our contribution to that decision. Besides, we deal with people's lives, yet we are treated the same as the porters and general workers. Moreover, a nurse-to-patient ratio is 1 nurse to 2-4 patients, but the current ratio is 1 nurse to 224 patients, on top of that we are not paid adequately.

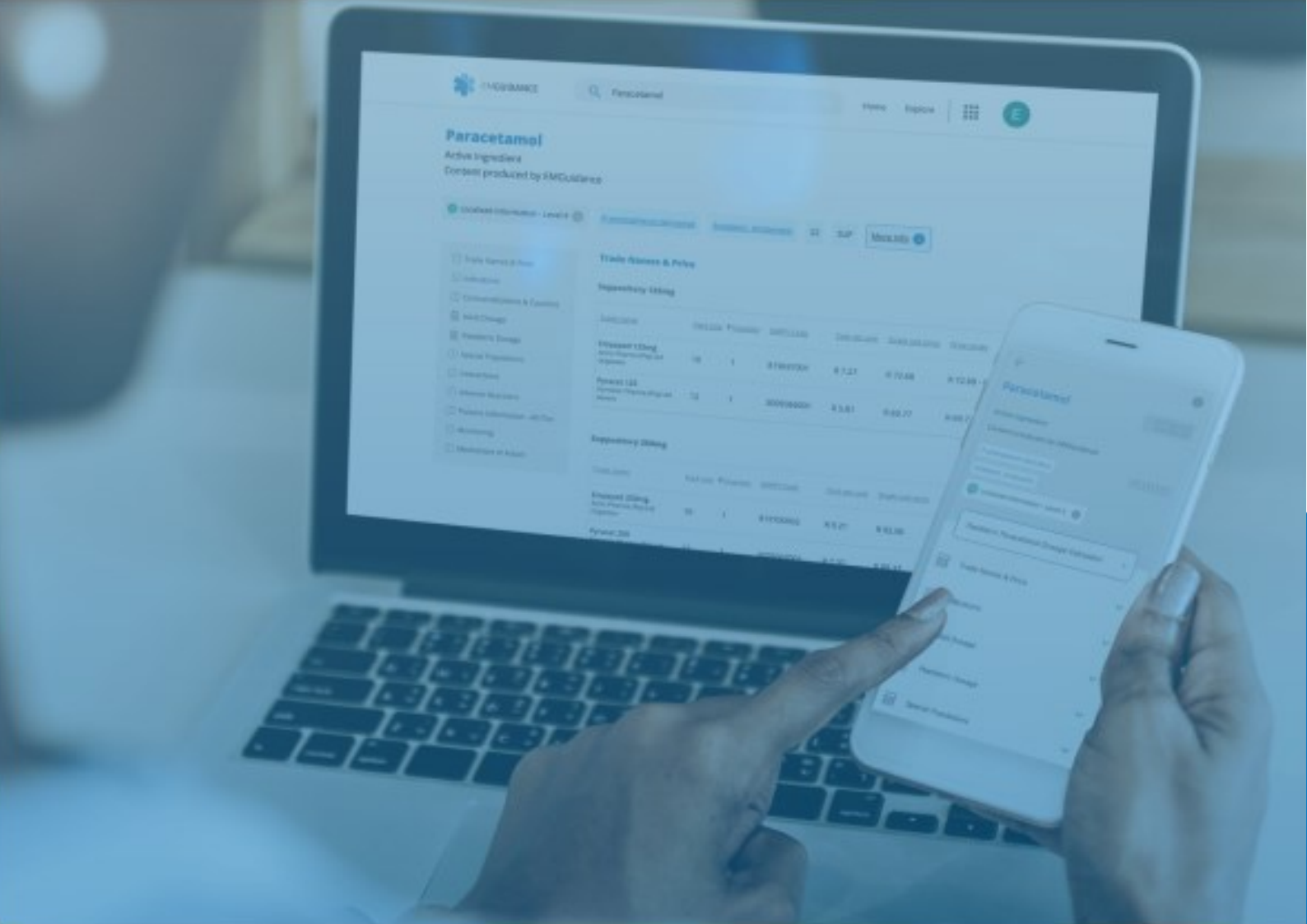
[What is your suggestion concerning the improvement of the nursing sector?](#)

Unions must stop posing for pics with a minister who doesn't value us, you see them on international nurses day, everyone is in white uniform for pictures with a minister whom afterwards, he or she forgets about us. Firstly, there is a need for the training of more nurses, secondly, employment of more nurses is crucial, and the payment of better salaries will improve much in nursing.

"I believe in servant-leadership, not a top to bottom, but a bottom up leadership, I believe in a collective effort"



"Be the best you can be, so that those who were before you are not compared to you, and those coming after you will never match your standard"



Empower Your Nursing Career with **EMGuidance**

The Free Platform Helping Nurses Thrive in Their Practice

Every nurse begins their career with a passion to make a difference. Whether it's administering life-saving treatments or offering comfort at a patient's bedside, nurses are the frontline heroes that patients rely on. But even the most experienced nurses can face moments of uncertainty, when they don't have all the answers at their fingertips.

Making the right decision in these critical moments requires confidence, knowledge, and access to reliable information. That's where EMGuidance, a free-to-use platform for healthcare professionals, steps in. With its range of clinical tools and resources, EMGuidance ensures that nurses are always empowered to provide the best possible care.

Your Trusted Partner in Patient Care

Patients trust healthcare professionals to know exactly what to do, but behind every confident decision is a wealth of knowledge that needs to be readily available. For nurses, the pressure to balance a heavy workload, provide optimal care, and make swift decisions can be overwhelming. However, with EMGuidance, the right information is never out of reach.

Consider Nurse Lerato. She's midway through a shift, facing a prescription for a medication she's

unfamiliar with. The clock is ticking, and she needs to make sure the medication is safe for her patient. With EMGuidance, Lerato quickly inputs the medication name and instantly receives crucial details: dosage guidelines, medication interactions, and potential side effects. Armed with this information, Lerato confidently administers the medication, knowing she's providing the best care possible.

EMGuidance offers nurses the resources they need to thrive in their roles:

- **Medicine Information:** Access over 1,500 medicine information monographs, including local trade names and pricing, ensuring you're well-informed on every prescription.
- **Clinical Guidelines:** Get the latest clinical protocols relevant to South Africa, developed in collaboration with leading medical institutions, societies and the National Department of Health.
- **Interaction Checker:** Ensure patient safety with the built-in medication interaction checker, preventing harmful combinations.
- **Medical Calculators:** Use tools like BMI calculators, vaccine catchup calculators and IV flow rate calculators to make precise, data-driven decisions in patient care.
- **Offline Access:** Even in low-connectivity areas, EMGuidance has you covered with offline access to downloaded guidelines.
- **Continuous Learning:** Continue your professional development with courses and CPDs helping you stay current while you work.

A Free Platform for Nursing Stars

EMGuidance is more than just a resource—it's a platform that empowers nurses to make informed decisions and deliver the highest quality care. Best of all, it's free for healthcare professionals, ensuring that every nurse, no matter where they are in their career, has access to the tools they need.

Start Your Journey Today

EMGuidance is available on both mobile and web, designed to support you in every shift, every ward, and every patient interaction. Sign up today and join the growing community of healthcare professionals who are transforming their practice with the power of EMGuidance. Because with the right tools, you can become the nursing star you were destined to be.

Sign Up and Win!

As a special offer, we're giving nurses even more reason to sign up. Simply sign-up to EMGuidance and send us the phrase "NursingStars" through the chat feature and you'll be entered into a draw to win a R1000 Takealot voucher! This is your chance to enhance your practice and get rewarded for it. Competition ends 20 December 2024. T's & C's apply.



Dr Yvonne **Combrinck**

She is a veteran in the nursing field and a PhD holder. She is soft-spoken and a virtuous woman of Proverbs 31. And she cannot imagine living without her husband.



“No matter how challenging the day has been, it fills me with joy and reminds me of what truly matters in life”



Who is Dr Yvonne Combrinck?

Dr Yvonne is an individual who has been abundantly blessed, both personally and professionally. She has been happily married for 40 years and is the proud mother of two beautiful daughters, whom she admires greatly.

As a nurse at heart, she has a profound passion for the nursing profession. While naturally quiet and soft-spoken, she is not afraid to speak up about matters of principle. With many years of life and nursing experience, Dr Yvonne is at peace with herself, personally and as a nursing leader.

She strives to give of herself with love, kindness, and integrity, finding great joy in advocating for nurses and the nursing profession.

What is your birth month?

August.

Who is your lifetime friend?

My husband is the best thing that has ever happened to me. He is my best friend and my hero. Many women have envied me for being married to such a wonderful person and for our relationship. I couldn't agree more!

Who is your lifetime neighbour?

Neighbours have come and gone, but one couple who lives just a block away stands out as lifelong friends. We have shared many moments of joy, heart-ache, and challenges together, always looking out for one another. I am forever grateful for them.

Who was your lifetime colleague?

Throughout different seasons of my career, I have gained multiple lifetime colleagues. I am thankful for each colleague who has crossed my path and walked closely with me for a while.

What is your soul food?

I treasure the Bible, especially Proverbs, for the wisdom it teaches. I also admire Og Mandino's work.

What is your favourite garment?

My pyjamas

What do you like the most between sunrise and sunset? Why?

Arriving home and seeing my husband come around the corner with Bella, our beloved Jack Russell, in his arms warms my heart. No matter how challenging the day has been, it fills me with joy and reminds me of what truly matters in life.

What is your best day in a week? And why?

Saturday. I then enjoy some time with myself, at home, and with family. I try to do whatever that brings me joy on Saturdays.

Who is this person whom you cannot finish a day without having spoken to?

I cannot imagine living without my husband; he is the one person I trust completely.

“While naturally quiet and soft-spoken, she is not afraid to speak up about matters of principle”



"I try to do
whatever that
brings me joy on
Saturdays"

“I cannot imagine living without my husband”

What are your values?

Dignity, respect, honesty, kindness, and love with all my heart.

What is your favourite spot?

The Drakensberg

Why did you choose nursing?

It was not a choice. Wanting to be a nurse was in my heart. When completing my nursing application, I merely executed a desire that already existed.

Who was your role model?

In my personal life, my father-in-law served as a significant role model. His life exemplified the values I hold dear. In my career, my inspirations have predominantly come from academia, specifically Professors Marie Muller, Neltjie van Wyk, and Valerie Ehlers. I am grateful for their influence in my life and for the wisdom they shared over the years.

How were your college days?

My university days at UJ were challenging yet memorable. We attended classes like most students, but we also had shifts at the hospital to complete our practical hours. This meant we had to attend lectures in the morning and work at the hospital from one o'clock until seven, often having to study for a test the following day.

Despite our busy schedule, we made time to engage in student life and had plenty of fun. My daughters loved browsing through my university albums. I was also fortunate to meet the love of my life during my first year, and my husband and I have many cherished memories from our time together at university.

What was the prevalent college/university culture then?

The University of Johannesburg, previously known as Rand Afrikaans University, maintained high academic standards. Student life was comparable to that of other universities from that period. I vividly remember the student concerts and serenades and the feeling of togetherness as if it were yesterday.

Most students came from similar Afrikaans-speaking backgrounds. Many male students, including my husband, were required to serve two years in the military before enrolling at the university. I suppose we were simply students, dedicating ourselves to our studies while enjoying life to the fullest.

What kind of student were you?

Dedicated and hard working.

What remarkable lesson did you take with you from college/university?

The most precious gift that I got from university was the ability to think critically—and understand the essence of having a sound theoretical base in any situation. Only then can you apply the knowledge to practice.

When was your first day as an employed nurse? And how did you feel?

It was on 1 Aug 1985. I felt proud to have graduated from a good academic institution. But with the excitement, I also feared taking on the role of an independent nurse practitioner. Degree nurses are not always received with open arms. I remember being introduced by the head nurse to the doctors as “one of those from university”.

“I felt proud to have graduated from a good academic institution”



h

“Degree nurses are not always received with open arms”

How old were you when you became a nursing professional?

I was 23 years old.

What is your current role in nursing?

Nursing Manager

What is your greatest skill as an RN?

Critical thinking

What is the hardest thing about being a passionate community serving RN?

To receive negative feedback from community members regarding healthcare. It does not matter whether you were directly involved or not. It hits you right in the stomach.

In your current position, what are you passionate about?

Building a culture of dignity, respect and professionalism in our nursing practice environment.

How many ranks have you gone through in your nursing path?

I was blessed in my career. I fulfilled a professional nurse role in a hospital setting for two years. Ever since, I have been a nursing manager.

What highest rank have you achieved?

Academically, I hold a doctorate. Professionally, I am a nursing manager.

How do you handle stressful issues?

Usually, I say a quick prayer to ask for guidance and wisdom. Then, I tell myself to breathe, take a step back, think, and decide what to do. I try not to show that I am stressed. Hiding what you feel is a skill a nursing manager cannot be without.

What are your professional values?

Integrity, respect, honesty and good work ethics.

What kind of leadership do you apply? Bossy or role model?

I strive to role model what is written in Proverbs 31: 25-26: “She is clothed with strength and dignity, and she laughs without fear of the future. When she speaks, her words are wise, and she gives instructions with kindness”.

Would you sometimes be tempted to be a parent to your team?

Some situations crossed my path when I had to put my leadership position aside and deal with a staff member as a ‘mother’. However, one must be mindful to revert to a leadership role most of the time.

How do you describe your leadership in one word?

Influence.

What exceptional role do you play in the nursing sector?

I strive to share knowledge and leadership skills acquired through many years of management experience as a nursing manager. I advocate for nurses' respect and dignity.

I am a research associate at the University of Pretoria and contribute to research projects and academic papers.

From your point of view, what relationship is there between the communities and the nursing professionals?

Nurses can never isolate their role to being nurses only at the workplace.

“Nurses can
never isolate their
role to being
nurses
only at the
workplace”





hey continue to give of themselves and their nursing skills in the community as and when needed.

If the relationship (between the two) is not in good condition, how can it be remedied? How can trust be established between the two groups?

When nurses serve their communities in any healthcare setting, their actions leave a professional label behind. When they render care above and beyond expectation, they earn the trust and respect of those they serve.

It is, therefore, crucial to provide high quality care with a sound academic standing. It is extremely hard to recover from reputational damage from the public. Nurses then must work twice as hard to earn their communities' trust. Engaging with communities through various community activities helps build a good rapport with its members.

Has nursing changed for the better?

I am cautious about giving a definitive yes or no answer. Nursing has grown increasingly complex, which can put a strain on nurses providing bedside care. Additionally, there is ongoing pressure to manage costs effectively. The key is identifying which aspects of the past should be embraced while striving for a better future for all nurses.

Do you see any possibility of nursing businesses being listed on the Stock Exchange?

Being listed on the stock exchange is challenging even for huge businesses and should be considered cautiously.

What wisdom to apply in making the mixture of several generations in nursing work in one accord?

New-generation nurses offer a fresh perspective in nursing, while experienced nurses provide a strong foundation of knowledge, skills, and professionalism. By fostering synergy within the team, where individuals complement one another, we can strengthen the nursing workforce. Respect is essential for understanding each other and working towards a common goal.

How can the young nurses keep rekindling their passion?

The passion for nursing comes from within. Young nurses should not rely on or blame others for their lack of enthusiasm for the profession. Instead, they should take responsibility and create a better future for themselves and nursing.

What higher education should one acquire to reach a level of your leadership?

A basic nursing degree and a management qualification are essential for pursuing a career in nursing management. I hold a basic nursing degree (B. Cur), a master's degree (M. Cur), and a Doctor of Philosophy in Nursing Sciences (PhD). Additionally, I have formal qualifications in nursing education and management.

What is your advice to the nursing leadership?

Find your unique leadership strengths that align with who you are and lead accordingly. Listen to your inner voice and act upon it. Portray respect and lead with kindness. Then, your team will follow you spontaneously. Allow your teams to make decisions, to fail at times, and to learn from mistakes. Support them not to be afraid to step into the 'arena', with and/or without you. Because, and I quote Theodore Roosevelt:

"I strive to role model what is written in Proverbs 31: 25-26"



"Listen to your
inner voice and
act upon it"



It is not the critic who counts, not the man who points out how the strong man stumbles or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly, who errs, who comes short again and again ... who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly."

What is your advice to the young nurses?

Take pride in being a nurse and let that show through your work. Learn as much as possible from experienced nurses, and take responsibility for your lifelong learning, which should also include pursuing further formal training.

Be punctual, dress neatly, and work diligently. Finally, never compromise your integrity or your commitment to being an excellent nurse.

What is your advice to the nursing students?

Take your studies seriously because a person's life will ultimately be in your hands. Find a role model to follow and always remember the lessons learned from that person's wisdom. Persist, no matter how hard it might feel at times.

How do you perceive the future of nursing?

As the global shortage of nurses continues to escalate, the value of the nursing workforce is becoming increasingly recognised. In South Africa, I hope that the introduction of the new nursing qualifications will lead to improved operational efficiencies and higher-quality care.

The current scope of practice for enrolled nurses creates challenges and adds pressure to the workloads of professional nurses. Additionally, nursing shortages may result in streamlined processes, potentially reducing the excessive paperwork nurses are currently expected to manage.

"Persist, no matter how hard it might feel at times"



“Be punctual, dress neatly, and work diligently”



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Issue 01 Nov/Dec 2020

'While nursing others, you sometimes forget to nurse yourselves'

Micheline Blignaut, a nursing icon that left a 41-year footprint in nursing

Dorothy Lewis, 'I enjoyed my time at Groote Schuur Hospital'

Abelina Mkgomo in her 'Me Time'

Diana Ngwenya

"I love people, I respect people, but I fear God," wheels 'A happy client, a happy pocket'

10 Best Long Lasting Perfumes for Women

7 Tips for spending money wisely

'Invest in your image and marketing'

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Mama Pumla Nkomo (RN, JMA)
"The story of Mama Pumla Nkomo was published by more than five online publishers."

Tshamek Ndlovu (RN)
"With my babies and children, I've always been the doctor to draw me with some hugs and kisses."

Nthabizungu Makhoane (RN)
"In my 'Me Time' I chill and read a book while sipping some wine."

Lebogang Mavema (RNA)
"I would never leaving a hospital without the necessary documents."

Maria Mphahlele Segotso
"Every time I am on person hospital, I'm always for children's health and wellness."

Thomas Zim (RN)
"Leadership is a simplifying your vision in a way that is easy to follow."

Thabo Masegotho (EN)
"Our title comes from the Lord who made Heaven and the earth."

Itumeleng Mkhanniso (RN)
"Is she elegant or is she elegant?"

Kingley Mntshali (RN)
"I love that nursing profession might gradually lead to autonomy early time."

Thabo Ireri (RN)
"Management is a delicate process that gets things done through others."

Olvi Venantia Bhelem (RN)
"A brave lady, nurse who will do anything to better the health service needed by the community."

Basetsana a.k.a Sr Bassie Magosi

"With me sticking around this profession, nursing is going to be one of the best professions ever, just wait and see."

"There is nothing as unifying like a family dinner"

THE NURSING STARS

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Issue 02 Jan/Feb 2021

Keopah Phisoane (RN)
"We thank you Jesus Christ for making the world of confusion all things work together for the good of those who love You."

Mavis Makhoane (RN)
"What a story writer"

Sibhediso Kwaso (RN)
"I decided to persevere until I attained my specialty"

Soye Zulu (RN)
"Management is an act of getting people together to accomplish desired goals and objectives"

Gertina Cecilia Mphahlele (RN)
"I started my nursing career on the 1st of January 1975 (2021) retired on 30 March 2019"

Cynthia Mphahlele (RN)
"My goals are to look nice and presentable"

Are you feeling depressed?

Matshidiso

"I was taught to respect others to have faith in God"

Wheels, wheels, wheels

How do you

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Mama Albertina Sisulu (RN)
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THE NURSING STARS

MAGAZINE

Celebrating Nursing Professionals in style

4th Issue May/June 2021

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Richmond Appiah Kubi

"There are men who care and I am one of them."

Wheels, wheels, wheels

Did you know you can provide your clients with some healing touch?

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Lean Beef Bean Stew with Kale

fitmencook.com



Ingredients

3 slices beef bacon *

2 tablespoons olive oil

2lb beef sirloin, cubed into 1.5-inch pieces

1 tablespoon olive oil

1 medium onion, chopped

2 medium carrots, diced

2 celery stalks, chopped

4 garlic cloves, minced

2 tablespoons oat flour *

only if you want the stew to be thicker

1.5 cups red wine (Cabernet)

1lb dried 15 beans mix

your choice of dried beans or mix of legumes

soaked overnight

6 cups warm beef broth

6 sprigs fresh thyme (bundled together)

2 bay leaves

Steps

Step 1

Add dry beans to a pot or large bowl and add enough water to cover the beans about 3 inches. Soak in the fridge at least 8 hours up to overnight (24 hours) to sprout the beans. Then drain and set aside to cook.

Step 2

Set oven to 325F (163C).

Step 3

Set a large pot on medium heat and add bacon immediately. As it heats up, the fat of the bacon will render to produce oil in the pot for searing. Continue cooking until the bacon becomes crispy and ensure it is not burning. Note: Alternatively, if you do not wish to use bacon, add oil to the pot and set it on medium-high heat (skip to Step 3).

Step 4

Remove the bacon from the pot, increase the heat to medium-high heat, then add the beef in batches to sear the outer edges. Deep sears should take 4 – 6 minutes to appear, then remove the beef from the pot. Do not worry if the meat is not cooked all the way through. Repeat for remaining beef cubes.

Step 5

Reduce the heat to medium, add a tablespoon olive oil, then add onion, celery, and carrot. Cook until the onion turns brown and translucent, and ensure it does not stick to the pot, which requires you to monitor the heat carefully.

Step 6

Add in flour if desired and stir for 1 minute. (optional) Add the red wine and bring to a light simmer. Let the wine reduce to slightly less than half the amount, 3 minutes. Add the beans, bacon, and beef, and stir for 1 minute.

Step 7

Add the beef broth and bring to a gentle simmer. Add the thyme and bay leaves. Cover and bake in the oven for 2.5 hours. Check on it every 30 minutes to ensure there is enough liquid and ensure the beans are not sticking to the bottom.

Step 8

Remove from the oven and stir. Remove the bay leaves and the thyme. Season to taste with sea salt & pepper. Fold in the chopped kale, then cover the pot to let it rest on the stovetop for 10 – 15 minutes before serving. Note: As it cools, it will begin to thicken.

Serve while hot.

Step 9

This will last in the fridge for 5 – 7 days and for at least 3 months in the freezer in an airtight container or bag.



Lamb Turkey Meatballs

fitmencook.com

Ingredients

1lb 85% ground lamb

1lb 93% ground turkey

Seasonings

1 teaspoon onion powder

1 teaspoon garlic powder

1 tablespoon dried garlic & herb blend. Add to cart
dried thyme

1/2 teaspoon cinnamon

2 teaspoons chili powder

1 teaspoon turmeric *

1/2 cup quinoa crisps or breadcrumbs

pinch of sea salt & pepper

2 teaspoons dried parsley *

Steps

Step 1

Set oven to 450F (232C).

Step 2

Add all the ingredients to a mixing bowl and gently massage the seasonings into the meat.

Pro-tip: for best results, once the meat is mixed, cover and place the meat in the fridge to marinate for 4 hours or overnight.

Step 3

Cover a sheet pan with parchment paper. Use an ice cream scoop to keep the meatballs uniform in size. Scoop out equal sized portions of meat and place on parchment paper.

Pro-tip: place the meatballs in the sheet pan and ensure they touch each other. This is a tip by Michael Chernow, also known as the meatball king, to keep the moisture inside of the meatballs.

Step 4

Bake for 12 – 15 minutes or until the meat is cooked through.

Step 5

Once cooled, add the meatballs to an airtight container. They will last 5 - 7 days in the fridge and 2 - 3 months in the freezer..

Lasagna Meal

fitmencook.com



Ingredients

Ingredients for 1 of 4 servings:

1.5 lb lean ground turkey

400g sweet potato (100g each lasagna, thinly sliced)

1 egg white

1/2 cup low fat cottage cheese

1/2 cup reduced fat mozzarella

2 vine tomatoes

15oz organic tomato sauce (no salt)

1/3 cup mushrooms

1/3 cup red onions

1 tbsp garlic paste

~1/2 cup chopped cilantro (use as desired)

Seasonings: 1 tbsp Italian seasoning, sea salt, pepper

Steps

Step 1

Set oven to 375F.

Step 2

Slice sweet potato using a mandolin or sharp knife and separately chop up tomatoes, onions and mushrooms.

Step 3

Mix cottage cheese with egg white and set aside.

Step 4

Sauté red onions with garlic paste, then add meat, tomatoes, cilantro, mushrooms, tomato sauce, Italian seasoning.

Step 5

Build lasagna. Add sweet potato slices, meat sauce, cottage cheese and then repeat. Top with mozzarella.

Step 6

Cover with aluminum foil and bake for 45 minutes at 375 F.



Thanksgiving Turkey & Rice Meal

fitmencook.com



Ingredients

1 cup dried cranberries (unsweetened if possible)

2 slices center cut smoked bacon, chopped

1 medium-large carrot, diced

1 (white or yellow) onion, diced

2 celery stalks, diced

1.5 lb 93% lean ground turkey

1.5 tablespoon garlic and herb blend

1 teaspoon garlic powder

1 teaspoon onion powder

2 teaspoons ground fennel

2 teaspoons ground sage

2 cups uncooked jasmine rice, rinsed

6 cups no salt added chicken broth

2 bay leaves

Garnish

fresh or dried parsley

Steps

Step 1

Set a large pan on medium-high heat. Add the bacon and allow the fat to render to create oil for the recipe. Cook until the edges crisp up, about 3 – 4 minutes.

Step 3

Add the carrot, onion, and celery and stir to cook. Cook for about 3 minutes or until the onions turn slightly brown and translucent. Note: reduce the pan's heat if the bacon fat renders so quickly that you need more oil for the recipe.

Step 4

Increase the heat to high and add the turkey. Since ground turkey tends to have high water content, the increased heat of the pan lessens the likelihood of the turkey meat boiling.

Chop it up well in the skillet until there are no large chunks; that's most important. Also, ensure that at least some of the edges of the turkey are browned. If needed for browning, strain the excess liquid into a bowl and continue browning the turkey. (Add the liquid to the dish when you add the broth.)

Step 5

Reduce the heat to medium, then add the spices and the rice. Continuously stir until the spices are thoroughly mixed into the meat and every grain of rice has seasoning on it, about 2 minutes. Strain the water from the cranberries and add them to the pan. Toss everything together!

Step 6

Add the broth and bring to a gentle simmer. Ensure enough liquid covers the rice, about a half knuckle above it. Add the bay leaves, then cover and cook on Low until all the liquid is absorbed, about 20 – 25 minutes.

Step 7

Let the rice rest in the skillet for about 5 – 10 minutes after cooking, then flake it with a fork.

Step 8

Garnish and enjoy!

If this is for meal prep, it will last in the fridge for 5 – 7 days in an airtight container and about two months in the freezer.

Sweet Potato Brownies – Vegan, Gluten-free

fitmencook.com

Ingredients

Wet

1 cup (250g) mashed purple sweet potato, roasted and peeled

1/2 cup (120ml) unsweetened almond milk

any plant milk

1/3 cup (80ml) maple syrup

agave, honey (not vegan)

4 tbsp almond (nut) butter

Dry

1.5 scoops (70g) chocolate vegan protein powder

1/2 cup (60g) unsweetened cacao powder

1/2 cup (60g) oat flour

almond flour, gluten-free flour

4 tbsp arrowroot

tapioca, corn starch

1/2 tsp baking soda

pinch of salt

Steps

Step 1

Preheat oven to 420°F (216°C). Prep the sweet potato by poking a few holes in it using a fork or cuts using a knife. Place the sweet potato on a baking tray and place in the oven for about 40 minutes, or until the sweet potato is cooked through. Set aside to completely cool.

Reduce the heat of the oven to 350F (175C). Line an 8×8-inch baking pan with parchment paper (or non-stick foil if that's all you have).

Step 2

In a large bowl, mash the cooled purple sweet potato until smooth. Stir in the remaining wet ingredients, and Whisk until well combined.

Step 3

In a separate bowl, whisk together the dry ingredients.

Step 4

Fold the dry ingredients into the wet ingredients until just combined (be careful not to over mix/mash). Note: The batter will be THICK — this is normal — so use a sturdy spatula to incorporate everything! Add optional ingredients if desired, retaining some of the ingredients to garnish the top of the brownies.

Step 5

Spread the batter evenly in the pan lined with parchment. Bake for 20–25 minutes, or until a toothpick inserted in the center comes out with a few moist crumbs but the batter should NOT be wet. Let the brownies cool in the pan for at least 15–20 minutes before slicing. Remember, they firm up as they cool.

Step 6

These brownies will last 5 – 7 days in an airtight container. For the best texture, let the brownies sit at room temperature before packing them up (or consuming). Brownies get firm when they cool. They will last in the freezer for 2 – 3 months. Just separate the brownies with parchment paper between the pieces.

Crispy Quinoa Crusted Chicken Tenders

fitmencook.com





Ingredients

1.25 lb chicken breast tenders
pinch of sea salt & pepper

.333 cup gluten free oat flour
AP flour but it will not be gluten-free

1 teaspoon onion powder
1 teaspoon garlic powder
2 teaspoons smoked paprika
2 eggs, whipped
1.5 cups quinoa crisps
spray oil

Steps

Step 1

Set oven to 350F (177C).

Step 2

Grab a large baking tray and spread out the quinoa in a single layer. Note: If your baking tray is too small, remove some of the quinoa and add it to another tray to bake simultaneously, or simply do this recipe in batches to yield the best results.

Once the cooked quinoa is spread out evenly over the tray, lightly spray the top with oil.

Step 3

Place in the oven and bake for 30 minutes. Every 10 minutes, remove the quinoa from the oven to stir and then spread it back out over the tray.

It should be crispy by 20 minutes and roughly golden between 25 – 30 minutes.

Step 4

Once crispy and not burned, remove the quinoa from the oven. Let it rest and cool on the baking tray to get even more crispy.

Step 5

After the quinoa has cooled to room temperature, store the crisps in an airtight container in a cool, dry place like the pantry. The crisps should last for at least 1 month.

Sprinkle the quinoa crisps on salads, yogurt, desserts, and granola, or use these instead of panko breadcrumbs.

Caring for the Caregiver: Prioritizing Nurses' Well-being in a Demanding Profession

8 Practical Ways Nurses Should Care for Themselves



“Remind yourself
why you chose
nursing”



nurses are the backbone of healthcare —always giving, always showing up. But in the whirlwind of caring for others, how often do we pause to care for ourselves?

As nurses, we pour our energy into patients, often forgetting that we are people first, professionals second. Long shifts, emotional strain, and physical exhaustion have quietly become part of the job—but they shouldn't be.

1. Prioritize Rest:

Make sleep non-negotiable. Fatigue compromises your health and your ability to give quality care.

2. Set Boundaries:

Learn to say “no” when needed. Protect your off-duty time and mental space.

3. Stay Nourished:

Eat balanced meals and stay hydrated—even on busy shifts. Your body needs fuel to function.

4. Take Micro Breaks:

Even 5-minute pauses to breathe, stretch, or step outside can reset your energy and mood.

5. Seek Emotional Support:

Talk to a friend, mentor, or counselor. Don't bottle it in—processing emotions is healing.

6. Move Your Body:

Gentle exercises like walking, yoga, or dancing can release stress and boost your mood.

7. Reconnect with Purpose:

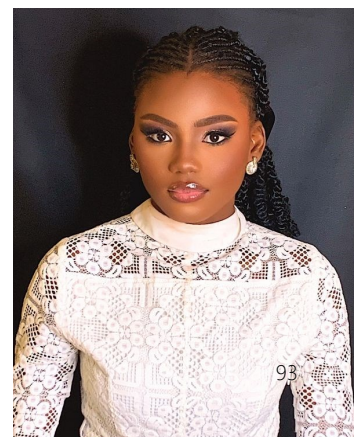
Remind yourself why you chose nursing. Reflecting on wins—big or small—keeps burnout at bay.

8. Schedule Joy:

Make time for what you love outside work—music, hobbies, laughter. You deserve it.

To every nurse out there: Your care matters, and so do you. Let's care for the caregiver—starting with ourselves.
-Your favorite student Nurse, Aonee.

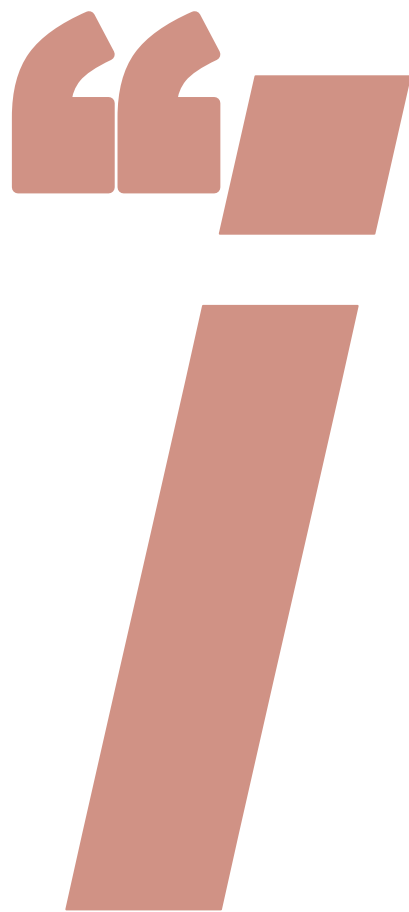
Aonee, the Student Nurse, AI in Healthcare Enthusiast
Founder of Aonee's Health and Wellness Mondays



Tshepang

Ditse

She finds solace
in creative expression



I am Tshepang Ditse, a 27-year-old agency Registered Nurse working part-time in private hospitals. I love being a 'Nurse. I have a degree in psychology and a history as a Master of Ceremonies and as a radio presenter, I bring a unique blend of skills and experiences.

My faith is rooted in the belief that God and my ancestors guide me towards my highest good. In my free time, I enjoy reading and writing poetry, finding solace in creative expression.

In as much as I love my profession but it can be exhausting and emotionally challenging at times. Therefore, it is vital for us as nurses, that while we look after our patients, we also make time to look after our health.

Besides, various studies have proven that a healthy nurse leads to a healthy community and a healthy nation. And this is what drives me every time I am at work.

For instance, a healthy nurse is one who is in or striving towards a positive state of physical, psycho-emotional, social, environmental, and professional well-being. Therefore, it is of importance to ensure that my off duty days serve to restore, refresh, and rejuvenate my whole being.

“One of my
therapeutic exercises
is cleaning my space;
I enjoy it a lot”



“I also enjoy going out clubbing and shopping”

h

ence, my 'off duty days' are for my 'Me Time' and I don't deprive myself; I take good care of me. To me a 'Me Time' is all about my physical, mental and emotional health.

One of my therapeutic exercises is cleaning my space; I enjoy it a lot. When my space is clean I feel good and light. Furthermore, I do my laundry and decorate my bed in bright colours for my eye candy. I love it when my bedroom says to me, "come in and relax".

This is because I love spending time on my bed and socialize with my social media friends. This exercise broadens my perspective and enriches me with information. I also enjoy sleeping in; it restores me. And I love watching movies as well.

Besides, I prioritize chillaxing at home with my family. When we are together we play some music and dance together and do some catch up on our lives.

Moreover, my family and I occasionally go out to restaurants, we sit around the table and dine together, chat, laugh, take photos and videos and post some on social media. It feels so good.

Furthermore, I also enjoy going out clubbing and shopping. This is just for mingling with my circle. Besides, shopping also plays a bigger role in refreshing me as I tend to explore the latest innovations.

Therefore, a 'Me Time' is important and a must, and as a healthcare worker it gives you time to reboot and refresh the mind. My 'Me Time' works for me.

”

“I also enjoy sleeping in; it restores me”





“The health benefits of listening to vintage vinyl records are truly surprising”

Did you know that listening to vintage vinyl records can actually be good for your health?

The Health Benefits of Listening to Vintage Vinyl Records



Did you know that listening to vintage vinyl records can actually be good for your health?

It may sound surprising, but it's true! In this modern age of digital music streaming and instant gratification, the old-school charm of vinyl records is making a comeback, and with it, a host of unexpected health benefits.

Article on September 12, 2023
by vinylexplosionmusic.com/blog/

Firstly, listening to vinyl records can be a great stress reliever. There's something magical about the warm, crackling sound that fills the room when a record spins on a turntable.

This soothing ambiance can help calm your mind and melt away the worries of the day. It's like taking a mini-vacation for your brain, allowing you to unwind and relax.

Moreover, vinyl records can improve your focus and concentration. In a world filled with distractions, it's becoming increasingly difficult to stay focused on a single task.

However, when you put on a vinyl record, you commit to listening to it from start to finish. This act of intentional listening helps train your brain to concentrate on one thing at a time, enhancing your ability to focus and be present in the moment.

Additionally, vinyl records can evoke nostalgia and boost your mood. The crackling sound, the tactile experience of handling the record, and the album artwork can transport you back in time to a simpler era. This nostalgic journey can trigger positive emotions and memories, instantly lifting your spirits and improving your overall mood.

Furthermore, listening to vinyl records can be a form of mindfulness practice. As you sit down and immerse yourself in the music, you become fully present in the experience.

You pay attention to the nuances of the sound, the lyrics, and the emotions conveyed by the artist. This mindfulness can help reduce anxiety, increase self-awareness, and promote a sense of well-being.

Lastly, vinyl records can encourage physical activity. Unlike digital music, vinyl records require you to get up, flip the record, and change sides. This simple act of physical movement can add a bit of exercise to your day, especially if you have a collection of records that you enjoy listening to for extended periods.

The health benefits of listening to vintage vinyl records are truly surprising. From stress relief and improved focus to boosted mood and mindfulness, vinyl records offer a unique and enjoyable way to enhance your well-being.

So, dust off that old turntable, grab your favourite records, and let the healing power of vinyl transport you to a healthier and happier state of mind.



**We've Been Looking
at Nursing Through
the Wrong Lens:
Here's the
Truth That Changes
Everything**

"We don't
just use
evidence—we
generate it"

“Nursing is not a branch of medicine”

“N

Article by Ali Fakher, BSN, RN,
published on April 3 2025

Nursing isn't broken. It's misunderstood, misrepresented, and systemically restrained.

For too long, the world has viewed nursing through a medicalized lens—reducing it to a supporting role, a kind heart, or an extra pair of hands.

But what if we told the world the truth?

Nursing is not a branch of medicine. It is a sovereign science. A discipline of human system restoration. A knowledge-generating force for planetary health.

1 | The Crisis Behind the Curtains

Every day, nurses operate at the heart of complexity—interpreting suffering, facilitating healing, innovating solutions—yet their intellectual contributions are often silenced by outdated hierarchies. Nurses who pioneer pathology research or discover new biomarkers are still met with questions like:

“But is that really nursing?”

This question isn't harmless—it's a symptom of epistemic injustice that suppresses nursing's growth, legitimacy, and self-definition.

2 | A New Era: The 11 Transformational Goals

In my latest critical analysis, I present a roadmap for reimagining nursing—not as a reactive task force, but as a science-producing, system-shaping, and justice-advancing profession.

Here are the 11 transformational goals that reorient our entire lens:

1. De-Medicalization & Identity Reclaiming
No more being defined by proximity to physicians. We define ourselves.
2. Self-Governance & Sovereignty Building
Our practice. Our regulation. Our ethics. Our future.
3. Science-Driven & Discovery-Led
We don't just use evidence—we generate it.
4. Knowledge-Producing & Epistemically Independent
Our logic. Our frameworks. Our philosophical ground.
5. Health-Creating & Bio-Holistic in Purpose
We restore coherence—not just treat symptoms.
6. Outcomes-Defining & Impact-Measuring
We need metrics like Healing Velocity and Relational Quotients, not just discharge times.
7. Innovation-Driving & Economically Empowered
Nurses invent. Nurses redesign. Nurses deserve equity in funding and scale.

8. Equity-Embedded & Representation-Led

We don't just work in inequity. We dismantle it.

9. Leadership-Oriented & Legitimacy-Earning

Not borrowed leadership. Earned, owned, and expected.

10. Zero Medicalization & Full Professional Legitimacy

We are not assistants. We are architects.

11. Intellectually Driven & Domain-Specific Practices

Nursing is not general labour—it's domain-specific mastery in health, policy, tech, and more.

3 | This Is Our Time

This isn't a call for reform. It's a call for radical reformation. We must stop accepting borrowed narratives and start authoring our own. We need new systems, new vocabularies, and new rules—rooted in our science, our stories, and our purpose.

And most importantly:

We need every nurse—everywhere—to stop waiting for permission and start reclaiming their power.

4 | What's Next? Let's Make This a Movement.

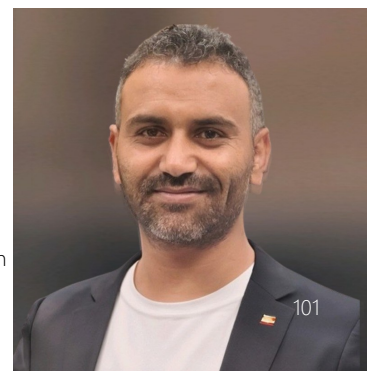
If this message resonated with you, here's how we take it forward:

Share this article with your network—amplify the truth. Comment below: What part of nursing's truth are you reclaiming today?

Join the campaign: I'm building global tools, badges, and platforms to unify our voice. DM me to collaborate.

We are not here to be helpers. We are here to be healers. Not defined by others—but defined by our own epistemic, scientific, and sovereign power. This is our reformation. And it's already begun.

Article by Ali Fakher, BSN, RN,
from Hodeidah, Al Hudaydah
Governorate, Yemen
A UN Nurse & Global Health
Innovator, NurseHack4Health
Winner and an Advocate for
Nursing Empowerment
& Digital Health Solutions
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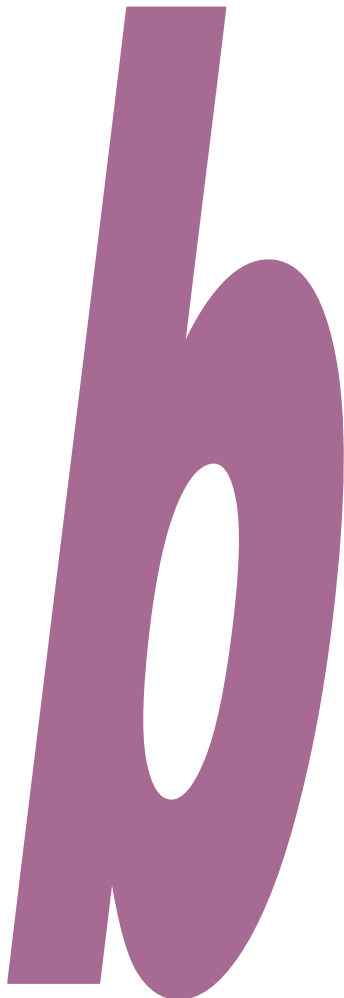


“Human flaws
and situational
complexities mean
perfection is
impossible”



Precious Erhauyi

'It is less
about bossing people'

A large, stylized, purple letter 'b' graphic that is partially cut off on the left side, serving as a decorative element for the text below.

riefly explain the spheres in which you are playing a leadership role

Firstly, I manage the wellness unit under the medical services department at my organization. Secondly, I work with the marketing unit to vet medical information and content before they are deployed on our social media platforms and website.

What kind of overall leadership do you provide to the above spheres?

I would say, I lean towards more of a situational leadership style. I try to weigh individual scenarios and how best to handle them. It provides the opportunity to be flexible as well as unpredictable in getting the work done and mitigating conflicts.

What kind of role does the wellness unit play at your facility?

We provide preventive healthcare for our clients and enrollees. This is done through scheduled health talks and basic health checks, such as, blood pressure, sugar test, and body mass index (BMI). We ensure clients get accurate and updated health preventive and promotional information during our health talk sessions, from primary, to secondary and tertiary preventive measures.

How did your schooling define leadership?

Leadership is the art of guiding, inspiring, and influencing others toward a shared goal. It's not just about authority or giving orders but about fostering trust, empowering people, and making decisions that benefit the group.

What is your personal understanding about leadership?

Leadership is all about inspiring your team and followers, building trust, and working together to crush goals. It is less about bossing people around and more about lifting them up. It also entails being an inspiration through authenticity in and out of the working environment.

"Leadership
is the art of
guiding, inspiring,
and influencing
others"



KINGSIMMY STUDIOS

“Balanced leadership involves integrating various leadership styles and qualities to create harmony”



From your explanation, what is the definition of a perfect leader?

A perfect leader would be someone who embodies a balance of vision, empathy, adaptability, and decision-making prowess. They inspire trust, communicate effectively, and empower others while making choices that align with the greater good.

A perfect leader adapts their style to the situation, whether guiding, collaborating, or stepping aside to let others shine. However, the concept of a "perfect leader" is subjective and unattainable in an absolute sense.

Human flaws and situational complexities mean perfection is impossible. Instead, great leaders strive for continuous growth, self-awareness, and resilience, making them ideal for their unique contexts rather than universally perfect.

What is required balanced leadership?

Balanced leadership involves integrating various leadership styles and qualities to create harmony between task accomplishment, team development, and individual needs. It requires a leader to be adaptable, decisive, empathetic, and strategic, ensuring that their approach aligns with the specific situation, goals, and dynamics of their team.

In addition, it is less about perfection and more about achieving equilibrium tailored to the demands of the moment. Leaders who continually refine their skills and remain attuned to their team's needs exemplify this approach.

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Maurice

A Result Oriented Manager



What is your name?

I am Maurice Maiko

What is your position?

I am a Registered Nurse (RN) currently working at GK Prisons Dispensary Migori as In-charge, Migori County Kenya.

Name a few of your responsibilities.

I am a team leader, in-charge of 12 members of staff. I allocate duties to my members of staff and ensure they are fully done in timeline given. I maintain sufficient medical supplies within the facility. Ensuring clean records in the workplace as well as keeping the rules and regulations put in place by my employer. Handling individuals' inmates' health issues and report to the officer in-charge of Migori Prisons for further actions. I always maintain team work.

In combination of your schooling and your current position, what is management?

Management is ensuring smooth running of service within the facility by involving all staff members and ensuring teamwork and hard work to achieve the set goals.

Do you have a mentor? Who is it?

Yes, I have mentors. My mentors are Alice Muga: Former County Nursing Officer –Migori Kenya and Elly Obwanda – My former Sub-County Nursing Officer in-Charge Kenya.

What is the greatest challenge you have faced on your job? How did you overcome it?

The challenges encountered are; I lost an inmate who was 74 years due to TB (Tuberculosis) yet TB is curable. I overcame that challenge by going for a counselling and I requested the prison administration to enhance their TB patients' diets which has improved their health to date.

What do you personally enjoy most about working as an assistant manager?

Teamwork, work clarity and clear record keeping.

How is your relationship with your colleagues and a team that you lead?

Excellent! I lead through three core values of our facility Hard work, Teamwork, and Honesty.

How would you define your management style?

Democratic – where we accept everyone's opinion.

What do you need to improve on to get to the next level?

Team keeping, attitude, to learn more about my career And to gather more work experience from my daily duties.

What kind of skills and training should the nursing management hopefuls seek out?

Public relations, confidentiality, problem solving skills, and counselling skills

What career achievements are you most proud of?

Immunization of all inmates against COVID 19 (4000) Administration of TB Preventive Therapy to all inmates (TPT), Improvement of the health care status of Migori GK Prisons.

What are your personal career goals?

To become a nursing lecturer, owning a nursing school which will raise the health standard within society, and to win the Nobel peace prize.

What daily performance goals do you set for yourself?

Ensuring client satisfaction service and time keeping.

What is the most required characteristic from a nursing manager?

Honesty – an honest nursing manager will achieve client satisfaction as well clarity in workplace and time keeping at all costs.

How do you encourage your staff members when they express their fear?

I encourage them to speak out and never hide their fears. I also ensure prompt management of any fear raised and an urgent referral to the required office. I also offer proper counselling as required.

Indicate your management style in one word

Democratic.

What is a perfect management style?

It is where every member of staff is allowed to give his or her opinion without victimization.

What is the required management style?

Honesty

Who are you mentoring currently?

The Nursing staff working under my management.

The prisons medical orderlies assigned to work within our facility.

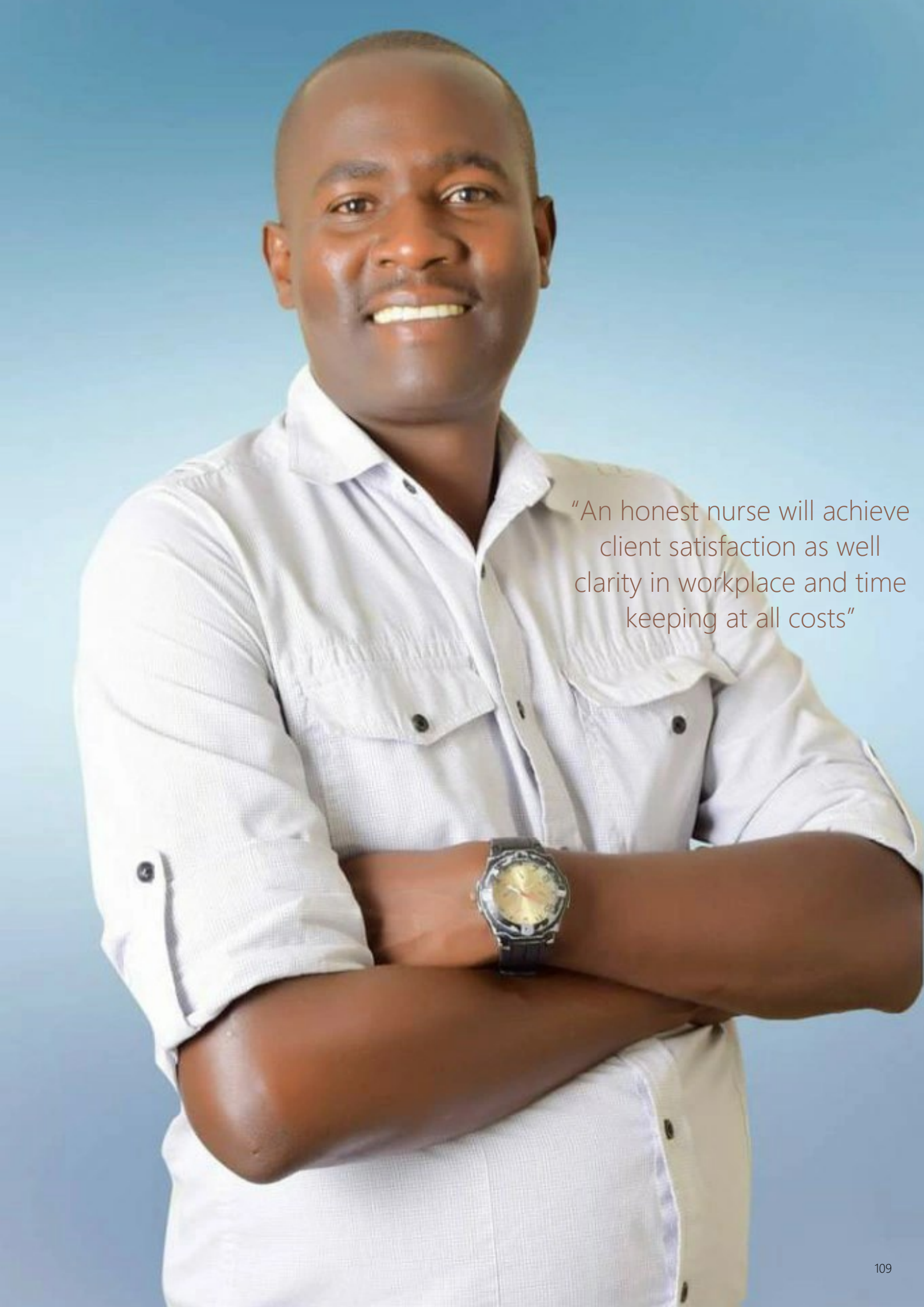
What would you expect from them (mentees) when they reach their management level?

To be better than me by offering the best to achieve the set goals within their areas of work.

What advice would you give to nursing management hopefuls?

Never give up, aim higher to achieve your set standard.

"I lead through three core values of our facility hard work, teamwork, and honesty"



“An honest nurse will achieve client satisfaction as well clarity in workplace and time keeping at all costs”

Timothy Ojwang

A Proactive Visionary

I am a passionate and dedicated nursing professional committed to providing quality patient care and advocating for the well-being of both patients and healthcare workers.

My nursing journey was fuelled by a deep desire to make a meaningful impact in people's lives. Over the years, I have gained valuable experience in various healthcare settings, developing strong clinical skills, adaptability, and a compassionate approach to caregiving.

I continuously strive to grow in my profession and contribute to the future of nursing through learning, mentorship, and advocacy.

When thinking of your career, what makes you wake up in the morning?

The knowledge that I can make a difference in someone's life, whether through care, comfort, or simply being there for a patient in need.

What is your greatest purpose about your nursing career?

To provide holistic, patient-centred care while advocating for better healthcare systems supporting patients and medical professionals.

What is your vision about your career?

My vision is to grow as a nursing professional, possibly specializing in a specific field, taking on leadership roles, and contributing to policy changes that improve patient care and working conditions for nurses.

Where do you visualise yourself in the next three years?

I see myself advancing in my nursing career, possibly pursuing further education in critical care or taking on a more specialized or leadership role to expand my impact in healthcare.

What is your optimism about the future of nursing?

Nursing is evolving rapidly, and I believe advancements in technology, education, and policies will make the profession more effective and rewarding in the coming years.

What is your fear about the future of nursing?

If not addressed properly, the increasing demands on nurses, burnout, and staffing shortages could impact the quality of care and well-being of healthcare workers.

How do you deal with issues that scare you?

I focus on self-care, seek support from colleagues and mentors, and stay proactive in learning and adapting to changes in the profession.

Where do you see nursing in 10 years?

Nursing will be more technology-driven, with AI, telemedicine, and automation playing key roles. However, the human touch and compassionate care will remain at the heart of the profession.

What one 'need' and one 'want' will you strive to achieve in the next twelve months?

Need: Enhance my skills through further training or certification.

Want: Take on a new challenge, such as leadership, or start up my clinic.

What does the realistic future of nursing look like?

The nursing profession continues to evolve, with both challenges and opportunities. While technology and innovation will improve healthcare delivery, addressing nurses' well-being and working conditions will remain crucial.

Will the next generation face the best or the worst in nursing? Why?

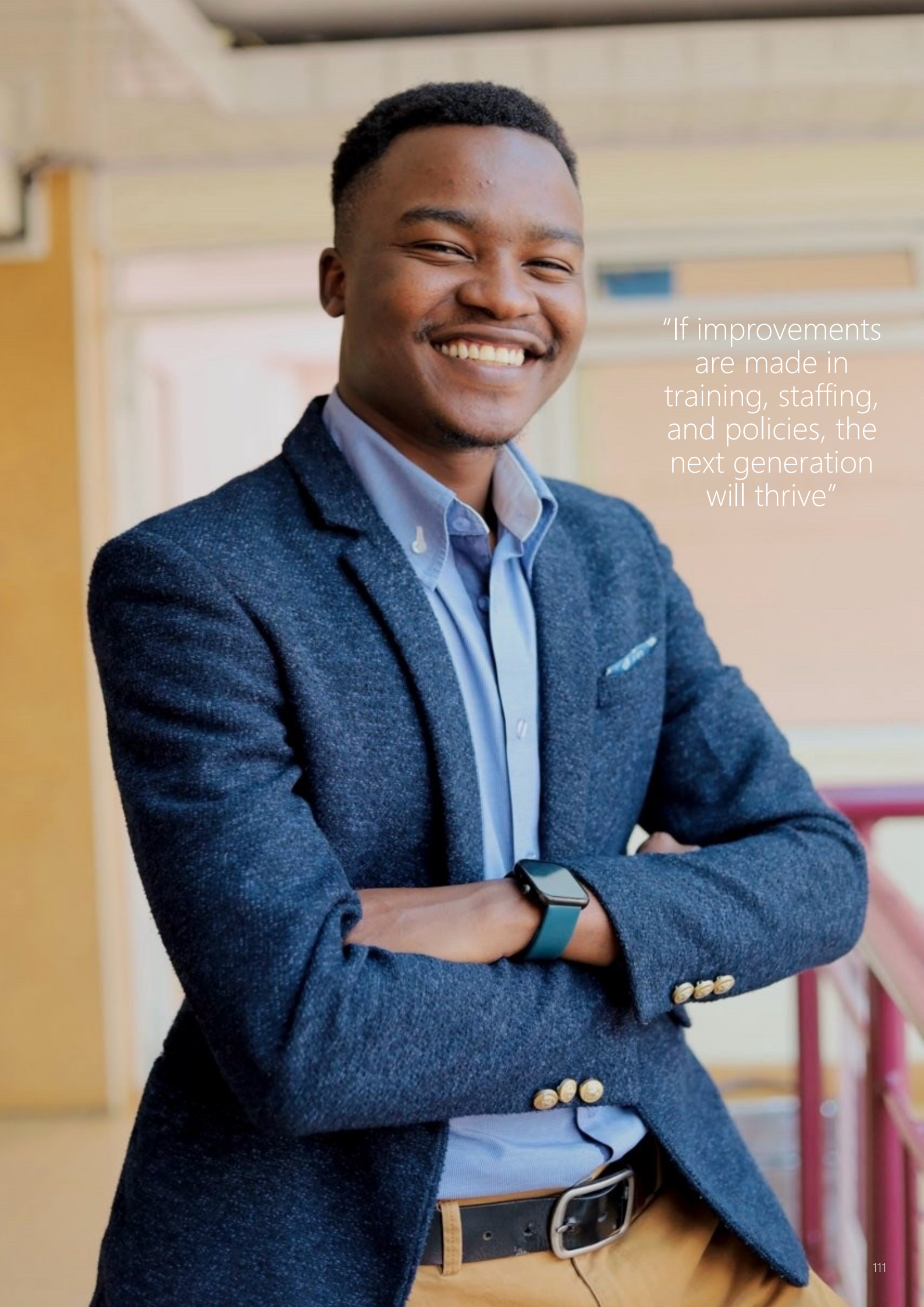
It depends on how the current issues in healthcare are managed. If improvements are made in training, staffing, and policies, the next generation will thrive. Otherwise, they may face similar struggles as today's nurses.

What role are you playing in shaping the future of nursing?

I shape the future of nursing by providing knowledge, career guidance, and industry insights. From education to professional development, I support nurses in excelling, staying informed, and embracing innovation in healthcare.

How do you describe the future of nursing in one word?

Innovative: With advancements in technology, AI-driven healthcare solutions, and patient-centred care, nursing is evolving into a more efficient, data-driven, and adaptive profession.



“If improvements are made in training, staffing, and policies, the next generation will thrive”



“Mental health affects individuals, families, groups and communities in all contexts”

Prof. Nompumelelo **Ndlovu**

Nursing has evolved **over the years...**



riefly share about your academic background
I started my undergraduate nursing degree at the University of the Witwatersrand in 2001 and completed it in 2004. I worked briefly in a community health setting after graduating with my undergraduate degree, before working in a mental health environment for 8 years.

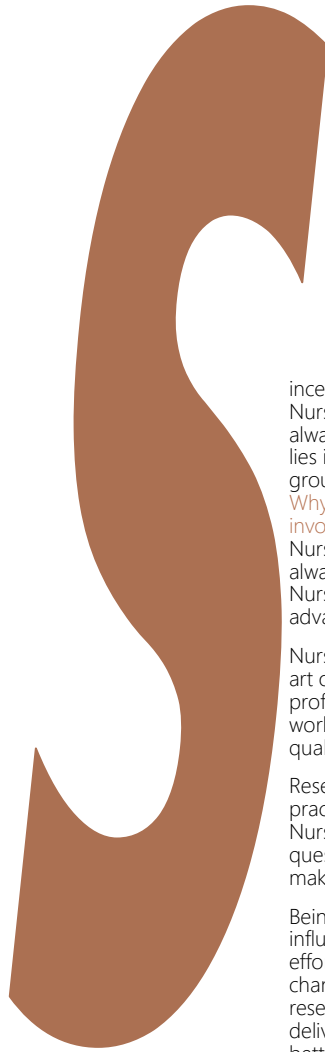
I then started studies with a Masters in Psychiatric and Mental Health Nursing in 2009 and completed it in 2012. 2014, I started my PhD in Psychiatric and Mental Health Nursing at the University of Johannesburg and graduated in 2018.

In 2013, I worked as a preceptor for undergraduate nursing students at the University of Johannesburg, and in 2014 I was appointed permanent as a lecturer in the same institution. I was promoted to a senior lecturer in 2020 and an Associate Professor from 2023.

I graduated with a Postgraduate Diploma in Nursing Education and Women Leadership Development Programme from the University of Johannesburg. I am an advanced psychiatric nurse. I have taught undergraduate and postgraduate students psychiatric and mental health nursing for eleven years.

I have published 23 papers in accredited national and international journals in mental health. I have completed the supervision of twelve (12) master's and four (4) doctoral students. I have presented conference papers at national and international conferences.

I am an external moderator for psychiatric and mental health nursing modules at various universities in South Africa. I serve as a university counsellor on the Chi-Xi chapter for the STTI. I am an EXCO member of the Psychiatric Nursing Association.



Since 2024, I am an associate section editor for SAGE Nursing Open Journal. My nursing speciality has always focused on Mental Health Nursing. My passion lies in promoting the mental health of individuals, groups and communities.

Why is it important for a Nursing Professional to be involved in research?

Nursing has evolved over the years, and practice has always been informed by research and best practices. Nurses have connected clinical inquiry with practice to advance nursing care and patient outcomes.

Nursing is a scientific profession that combines the art of caring with scientific knowledge. Therefore, as professionals, we must conduct research. In today's world, a culture of inquiry is essential to delivering high-quality patient care.

Research generation and integration of evidence into practice influence and shape the nursing profession. Nurses at all levels are encouraged to ask and answer questions, driving hospital-wide improvements that make care safer and more effective and improve health.

Being part of a research community helps nurses influence and shape the focus of their investigative efforts on behalf of all patients. In today's rapidly changing healthcare environment, a strong nursing research agenda can help organizations redesign care delivery and improve work environments, which lead to better patient care, experience, and outcomes.

Nurses need to be involved in research as they are the core of healthcare. Nurses' voices need to be heard by answering critical questions about nursing care to participate in collaborative decision-making.

What has your study/research been focusing on?

My research focus started from my Master's study which focused on experiences of women living with borderline personality disorder. For my PhD, I focused on developing and implementing a model to facilitate the mental health of women living with borderline personality disorder.

The title of the PhD study was 'A model for psychiatric nurse practitioners to facilitate the mental health of women living with borderline personality disorder'. The model provided a tool to facilitate the self-empowerment of women living with borderline personality disorder by psychiatric nurse practitioners.

The development, implementation and evaluation of this model for psychiatric nurses to facilitate the mental health of women living with borderline personality disorder provided an original contribution to psychiatric and mental health nursing theory and practice.

What is a pivotal point of your research?

In the research and that of the students I have supervised, I realized a common thread with people living and affected with mental illness, which is that they have the quality of persistence and determination to make their lives meaningful.

This realization then led to my research focus: looking at tenacity in mental health. Most mental conditions are chronic, however, that does not take away that those affected by mental illness need to be determined through the hardships of living with a mental illness.

“Nurses’ voices need to be heard by answering critical questions about nursing”



"I am an external moderator for psychiatric and mental health nursing modules at various universities in South Africa"

“I want to explore
gaps in practice
and find solutions”



What do you seek to achieve through your findings?

In my research focusing on tenacity in mental health, I want to explore gaps in practice and find solutions that will benefit individuals and communities living with mental illness and the nurses working with mental health care users.

As a PhD Graduate what contribution are you making in the Nursing field?

My first contribution as a PhD graduate, which is my primary passion, is in teaching. I strive to empower undergraduate nursing students by being a role model and showing that they should be proud to study for a noble profession.

Nursing students need positive role models to look up to, which is key for me. My second contribution is through the supervision of master's and doctoral students. In my calm and supportive nature, I encourage my students that nothing is impossible if you believe and dream of getting that post-graduate qualification.

Thirdly, I contribute to the nursing field through mentoring. I mentor nurses and those outside the nursing field by sharing knowledge, expertise and guidance. I have published my research work and that of the students I have supervised, which is another way of contributing to the nursing field. For students and peers who would like to read my published work, I ensure that I share those publications upon request.

If you may write or have written a book, how could it improve the Nursing Curriculum?

I would write a book advocating for mental health education to be woven into all aspects of nursing. Mental health is seen as a separate entity, however in my experience, mental health is in all the specialities of nursing, from midwifery to palliative care.

Another book I would like to write would highlight how mental health nurses could collaborate with other disciplines for mental health interventions to benefit mental health care users. In the era of artificial intelligence (AI), traditional nursing textbooks lack these interventions.

If you were to play a role in nursing guidelines/policies what would be your priority and why?

My priority would be to integrate mental health with overall health. Mental health affects individuals, families, groups and communities in all contexts, all races and all socio-economic backgrounds. Nurses working in different specialities must be capacitated to provide care and address mental health needs.

The second priority would be to address the stigma of people living and affected by mental illness. Policies should ensure that nurses are trained to approach mental health conditions with the same urgency and compassion as physical conditions.



THE RAMSEY AND DISTRICT SOCIETY

FLORENCE
NIGHTINGALE

1820-1910

Pioneering social reformer, author,
administrator, statistician and
champion of nursing.

The Nightingales lived here
at Embley Park.

1825-1874





“My role as a Nurse Specialist is more focused, technical, and strategic”

Martha Wanjiru

She is an Unstoppable
Force

We were opportune to connect with Martha Wanjiru from Kiambu, Kenya. She is an unstoppable force in the fight against cervical and breast cancer. Ms Wanjiru is a dedicated nurse whose impact has saved lives, empowered women, and strengthened healthcare systems.

As a Trailblazer in Women's Health
With over 15 years of experience, Martha has committed her career to screening, early detection, and the treatment of precancerous lesions. Her passion extends beyond clinical care; she is a Trainer of Trainers and mentor, building a network of skilled healthcare providers to ensure more women receive life-saving screenings. She believes that early detection of cancer is the key to better treatment.

Martha's Impact Beyond the Hospital Walls

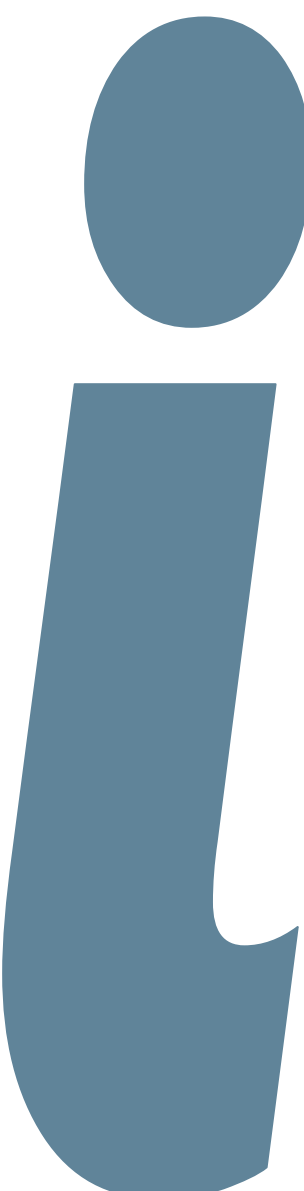
A Dual Screening Advocate – She champions both breast and cervical cancer screening, ensuring a holistic approach to women's health.

A Voice for Awareness – From hospitals to churches, communities to national events, Martha has led over 30 screening outreaches, bringing essential services closer to those who need them most.

A Mentor & Trainer – Her dedication to mentorship and capacity building ensures that her impact extends beyond her own hands, empowering other healthcare providers to carry forward the mission.

A Well-Deserved Recognition
Martha's commitment has not gone unnoticed! She is a recipient of the Beyond Zero Award, a recognition reserved for those making exceptional contributions to maternal and child health in Kenya.

A Celebration of Passion & Purpose
Martha, your resilience, dedication, and unwavering passion for saving lives inspire us all. Today, we honor you for your tireless efforts, for every woman you have empowered, and for every life you have helped save.



I am a Passionate Palliative Care Nurse Specialist and Breast & Cervical Cancer Advocate with over two decades of experience in reproductive health, HIV care, and cancer prevention. My nursing journey began in 2003, and over the years, I have grown into a national voice in the fight against women's cancers in Kenya.

With 15 years of specialized experience in cervical and breast cancer screening, I have conducted over 30 outreach programs and spearheaded innovative approaches to dual screening, early detection, and treatment of precancerous lesions.

My work spans both facility-based care and community outreach, ensuring women in even the most underserved areas have access to life-saving services. I am also a mentor, trainer of trainers, and active member of professional bodies including the, palliative care nursing society, Oncology Nurses Society of Kenya, where I serve on the education committee.

I advocate for integrating cancer care into primary health services and strengthening referral systems, particularly in public health institutions like Thika Level 5 Hospital in Kiambu County, where I currently serve. In addition to clinical care, I am deeply involved in health education, and policy dialogue.

I have participated in national and international forums, including the Uniting for Cervical Cancer meeting in Botswana, and received recognition such as the Beyond Zero Award for my outstanding service to the community. I believe that every woman deserves access to early cancer screening, dignified treatment, and holistic palliative care.

My mission is to be a voice for the vulnerable, a source of knowledge and empowerment for nurses, and a driving force in transforming cancer care delivery in Kenya and beyond. I did it because it was part of the requirements, not that I did not like it in a way; it was just not sounding in me.

I have always loved Psychiatric Nursing and wanted to pursue Advanced Psychiatry as my nursing specialty, instead. But God does as He wills, so I had to serve that divine purpose I wasn't aware of...!

What is your specialty?

Palliative care nursing passionate about breast and cervical cancer screening, prevention, and early treatment of precancerous lesions. I am also actively engaged in training other healthcare workers, mentoring young nurses, and leading community outreach programs focused on women's reproductive health.

My work goes beyond hospital walls—I am involved in both facility-based care and community-based initiatives, championing dual screening for breast and cervical cancer as a powerful tool for early detection and saving lives.

What is your role in Nursing? What motivated you to pursue your specialty?

As a Nurse Specialist, my role is multifaceted. I offer clinical services such as screening, diagnosis, treatment of precancerous cervical lesions, and referral for advanced care. Additionally, I play a role in health education awesome, advocacy, mentorship, capacity building. I also serve as an advocate for women's health rights, pushing for access, and resources for cancer screening and treatment.

What motivated you to pursue your specialty?

My motivation to pursue this specialty stems from a deeply personal and professional calling.

Over the years, I witnessed countless women suffering in silence from diseases that are both preventable and treatable if detected early.

I've seen the burden cancer places not only on the patient but also on families and communities. It was this need—to be a voice for the voiceless, to give hope where there was fear—that propelled me into this field. The loss of women to cervical cancer, a disease that is almost entirely preventable, ignited a fire in me to act, and never stop advocating.

How did you reach the level of being a Nurse Specialist?

My journey to becoming a Nurse Specialist has been one of growth, persistence, and purpose. I began my career in reproductive health and HIV care over 20 years ago, where I developed a strong foundation in women's health.

Over time, I specialized further, undertaking numerous trainings in cervical cancer screening methods such as VIA (Visual Inspection with Acetic Acid), pap smear, HPV DNA testing, cryotherapy, thermal ablation, and breast cancer clinical screening. I advanced my knowledge through continuous education, hands-on practice, and mentorship from local and international experts.

I have spearheaded over 30 outreach programs and worked closely with organizations focused on cancer prevention. Recognitions such as the Beyond Zero award and various national events gave me the platform and confidence to lead and innovate. My transition from general nursing to a specialist role has been driven by passion, dedication, and a deep commitment to professional excellence.

How do you differ from a General Nurse?

While general nurses provide comprehensive care across a wide range of health issues, my role as a Nurse Specialist is more focused, technical, and strategic. I possess in-depth knowledge and specialized skills in cancer care nursing, particularly women's cancers.

I perform advanced procedures such as cervical lesion treatment and mentor others in my area of specialization. Additionally, I contribute to policy advocacy, and systems strengthening, especially in the area of early cancer detection and navigation of patients through the healthcare system. My practice is rooted in both evidence-based clinical care and community engagement, making my scope wider and more targeted than general practice.

What other opportunities can you explore as a Specialist?

There is also the opportunity to specialize further—such as becoming a clinical nurse consultant, nurse navigator in cancer care depending on the structure and regulatory frameworks of the country.

How do you contribute towards nursing research?

Nursing research is vital in improving patient outcomes and shaping evidence-based practice. I contribute to research through data collection, analysis of screening outcomes, and evaluation of outreach programs.

I participate in writing reports and case studies and presenting findings during conferences and national forums. I also engage in collaborative research projects that focus on barriers to cancer screening uptake, impact of mentorship on service delivery, and innovations in outreach strategies.

TREAT PAIN

ADULT PAIN MANAGEMENT

DEFINITION OF PAIN
An unpleasant sensory and emotional experience associated with actual or potential damage or described in terms of such damage.

What the person says it is

PHYSICAL

WHO GOLDEN RULES:

- By the mouth
- By the clock
- By the ladder

WHO THREE STEP LADDER FOR PAIN MANAGEMENT

- 1** Assess pain
- 2** Assess patient
- 3** Assess pain

ASSESSMENT
Ask the patient to rate their pain using the tool below

Mild Pain
Characterized by mild to moderate pain.

Moderate Pain
Characterized by moderate to severe pain.

Severe Pain
Characterized by severe to excruciating pain.

Some WHO indicators of opioids:

- 1. Respiratory depression
- 2. Constipation
- 3. Nausea and vomiting
- 4. Sedation
- 5. Urinary retention

KEHPCA logo and THEFT logo are visible at the bottom of the poster.



“I advanced my knowledge through continuous education, hands-on practice, and mentorship from local and international experts”

Siphesihle Mdaka

A Purpose-Driven **Executive**

Siphesihle Nollen Mdaka is a distinguished Senior Occupational Health Practitioner and a UJ graduate, with a dynamic presence in the fields of healthcare, education, and entrepreneurship.

As the founder and CEO of Albenol Pty. Ltd., Nollen has carved a unique path as a Nursepreneur, combining clinical expertise with innovative business leadership.

He is also the host of the insightful podcast "Nursing Care Continues with Nollen", where he engages healthcare professionals and audiences on topics that matter in nursing and beyond.

Nollen is a multi-award-winning professional, having received the Akeso Psychiatric Award, the Albertina Sisulu Award, and the Henrietta Stockdale Award, honoring his excellence and contribution to nursing practice.

A passionate Nurse Educator, Author, and Motivational Speaker, he continues to inspire through both words and actions. Currently, he is pursuing a master's degree with a focus on Nursing and Artificial Intelligence, further solidifying his role at the forefront of the future of healthcare.



Elements for Statistics

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What virtues do you endorse among your staff members?

Compassion, I encourage empathy not just for patients, but also within the team, I remind staff that caring for each other helps everyone care better for others. Integrity, I promote honesty, accountability, and ethical behavior, always.

One ought to own up to mistakes and create a culture where transparency is safe. Patience, healthcare is high-pressure related, hence patience with patients, families, and colleagues goes a long way. I encourage taking a breath before reacting, especially in conflict.

Besides, I endorse respect for diversity, differing opinions, and professional boundaries. A respectful unit is a productive and safe one. A teamwork in championing collaboration over competition. I make it clear that no one is an island—even the strongest nurse needs a team.

Lifelong learning, I also endorse celebrating of curiosity and professional growth. Hence, I support continuous education and skill-building. I also apply an exemplary leadership, portray humility, emotional intelligence, and professionalism at all times.

Besides, staff emulates what they see—it's vital to be a nurse you'd want to work for. Moreover, I endorse resilience, promoting self-care, stress management, and peer support is. It's important to remind your team that it's okay to ask for help and to protect their own wellbeing.

What causes your day to be hectic?

Short staffing due to sick calls, leave, or high turnover. Last-minute schedule changes and trying to find replacements. Furthermore, managing burnout or conflicts among team members, endless meetings, emails, and reports, policy updates, audits, and compliance documentation. Responding to patient care escalations.

Ensuring adherence to protocols and quality standards. Overseeing critical incidents or emergencies. Supporting staff morale and mentoring team members. Handling HR-related issues like performance reviews or disciplinary actions. Being a go-to for conflict resolution between staff, patients, or families. Juggling multiple priorities and trying to be everywhere at once.

When do you knock off?

I often clock out on time because I prioritize my mental wellbeing and ensure I recuperate effectively before focusing on the next day. It's important for me to take care of my own well-being so I can perform at my best when I'm expected to at work. Rest and sleep are a must for a hardworking man like me.

How often do you take your workload home with you?

I try to avoid taking work home unless it's absolutely necessary and urgent. My home is my sanctuary; a place of rest, peace, and tranquility.

How do you ensure that your meetings with your team bring forth effective results?

I set a clear purpose; every meeting should have a defined goal—updates, decisions, problem-solving, etc. I also share the agenda beforehand for staff to come prepared. Moreover I respect time, our meetings start and end on time—this shows that I respect everyone's schedule. Furthermore, I keep the meeting focused and avoid unnecessary detours. In addition, I always encourage participation.

This is through creating a safe space whereby everyone feels comfortable in contributing. We use open-ended questions and direct engagement like: "What's working well for you this week?" or "Any barriers to care we should address?"

We further, focus on solutions, discuss challenges, yes — but move quickly to actionable solutions. I delegate tasks with clear ownership and timelines. I take notes and make a follow-up, we summarize key points and action items before closing, I send a brief recap email to check in on progress during the week. Stay staff-centered—regularly ask: Is this meeting adding value for my team? Include short wellness check-ins or shout-outs to boost morale

How do you deal with misunderstandings between your team members?

Stay neutral and objective— I void taking sides. I listen to all perspectives without judgment. I focus on facts, not feelings or assumptions. Create a safe space for dialogue— I bring the individuals together in a private, calm setting. Encourage open, respectful communication—let each person speak without interruption.

Practice active listening—Reflect back what you hear to make sure you understand both sides. Identify the root cause— I determine whether it's a miscommunication, a difference in values, unclear roles, or stress-related. Guide them toward resolution I help them find common ground or compromise. Encourage accountability by asking, "What can we each do differently moving forward?"

Follow Up—I check in after the conversation to ensure things have improved. If the issue persists, I consider a more formal intervention or HR support.

What emotional intelligence strategies do you usually apply if need be?

Self-Awareness—I regularly reflect on my emotions and reactions, especially under pressure. I ask myself: "Why am I feeling this way, and how might it affect my team?"

Self-Regulation—I remain calm and composed during conflict or high-stress situations. I avoid reacting impulsively and give myself space to respond thoughtfully.

Empathy—I strive to understand team members' emotions and perspectives, especially when they're struggling or frustrated. I listen actively and validate their feelings without judgment.

Social Skills—I foster open communication and team collaboration. I adapt my communication style depending on who I'm speaking with, whether it's a new nurse or a senior colleague.

Motivation—I keep a positive and solution-oriented attitude, even when things get tough. I celebrate small wins and recognize team efforts to keep morale high.

Conflict Resolution with EQ—I approach conflicts by focusing on the issue, not the person. I help others express their concerns calmly and look for a win-win resolution.

What is your coaching approach?

Encouraging Reflective Practice—I encourage nurses to regularly reflect on their clinical practice and personal experiences. This can be done through journaling, group discussions, or one-on-one coaching sessions. I foster continuous learning, I help nurses recognize the value of lifelong learning, both in terms of their clinical skills and their personal development.

What tone of voice do you use when you are feeling vexed?

When I'm feeling vexed, my tone would be more assertive and direct, but still calm and respectful. I would focus on expressing my thoughts clearly, ensuring that I address the situation without letting emotions cloud my communication.

I would aim to avoid unnecessary escalation, sticking to facts and my core message. It's about balancing being firm with maintaining a level of professionalism, even in frustration. Because *hayai shem...!!* Nurses and the public can get you worked up at times.

How do you handle your deadlines?

I break down tasks based on urgency and importance. I focus on high-priority tasks first, making sure that the most critical ones are done before others. I categorize tasks as immediate, short-term, or long-term, and work accordingly. I would create a realistic timeline with milestones to ensure that all tasks are manageable.

Time blocking: I would block out specific time for each task to prevent overcommitting. Since I have a team, I would delegate tasks appropriately, ensuring that everyone is working to their strengths and deadlines are met.

I'm mindful of taking on too many tasks at once. Overloading myself with work makes it harder to meet deadlines and impacts on the quality of the output

Who do you run to when you are faced with work-related pressures?

Outside of work, family and friends often provide emotional support. Talking to someone I trust can help relieve stress and offer a fresh perspective away from the work environment. Also, colleagues who understand my challenges can offer advice, a fresh perspective, or emotional support.

What is this exclusive personality do you, subconsciously, influence your subordinates with?

I have this laughing and belittling of serious challenges "personality", it helps to lighten the mood. I believe humor in the face of adversity can decrease anxiety and make your team feel more comfortable in tackling problems. This approach can help shift focus from the weight of a challenge to the possibilities of finding a solution.

What anticipated impartation do you make towards your staff members?

As a nurse manager, I instill a deep commitment to clinical excellence in the team. This includes not only maintaining high standards of care but also continuously improving and adapting to new practices, technologies, and evidence-based guidelines. Especially in this 4IR era we find ourselves in.

“Let each person speak without interruption”



JOIN THE LARGEST NURSE-LED SOCIAL NETWORK IN SOUTH AFRICA

APPLICATIONS FOR ALL PROVINCES NOW OPEN

MINIMUM REQUIREMENTS TO QUALIFY FOR THIS OPPORTUNITY ARE:

- South African professional nurse
- Minimum 5 years' experience in primary healthcare
- Complete dispensing course
- Nimart or basic HIV management certified
- SANC additional qualification: Clinical Nursing Science, Health Assessment, Treatment & Care
- Be a South African B-BBEE citizen (African, Coloured or Indian)



Get in touch with us today

to take advantage of this incredible opportunity to both make a difference & build your own business

Sue Hoosain
applications@unjani.org



"I am a prominent
content creator
with over 130k
followers"





Tasha

She Looks Great

in royal blue

W

Who is RoseFaith Tasha?

I'm Rosefaith, a dedicated nursing professional with a Bachelor's degree in Nursing and currently pursuing my Master's degree to become a Nurse Practitioner. I have ICU and ER experience.

I have also worked in modelling, collaborating with designers and participating in pageants.

I hold a diploma in Business Management and recently released a single called "Masterpiece."

Are you into fashion, modelling, advertisement, makeup art or photography?

I am passionate about fashion, modelling, and worship music. (Rosefaith M - on YouTube)

What makes you so photogenic?

My confidence, positivity, and passion for fashion make me photogenic.

What inspires your stylish looks?

I'm inspired by current fashion trends, designers' creations, and my personal style, with a preference for elegant casual and classy styles.

“I prefer working
with designers,
upholding my
Christian principles
and values”



Fauquel Signatures

“I am passionate about fashion, modelling, and worship music”



What are your goals for your trendy looks?

My goal is to showcase bold, confident, and classy looks that reflect my personality and passion for fashion.

What is your secret about your elegance?

My secret to elegance is confidence, simplicity, attention to detail, and a finishing touch of a smile.

How often do you exercise or go to the gym?

I prioritize self-care through regular exercise, hiking, and connecting with nature.

What do you hope to accomplish with your elegant photographs?

I aim to showcase my personality, style, and passion for fashion through my photographs. I'm continuing to build my portfolio.

Would you model any kind of clothing at all?

I prefer working with designers, upholding my Christian principles and values.

What is your go-to outfit?

My go-to outfit is a simple yet elegant dress or jumpsuit with high heels, reflecting my personal style.

Do you like shopping for new clothes?

Like every woman, I do. I enjoy shopping for new clothes that fit my style and preferences.

Do you read fashion magazines? Why?

I read fashion magazines like Vogue and Elle to stay updated on current trends and inspiration.

What is your most valuable piece of jewellery?

My most valuable piece of jewellery is a gift from a loved one or a piece that holds sentimental value. I love finishing my look with a nice piece of necklace and earrings.

A large, bold, orange lowercase letter 'h' is positioned on the left side of the page. It is a simple, sans-serif font with a thick stroke.

“I love finishing my look with a nice piece of necklace and earrings”

Have you ever made your own clothes?

I have not made my clothes. I'm interested in exploring fashion design and potentially partnering with designers.

What are some of the strangest fashions you have seen?

Fashion is an art form that often pushes boundaries and showcases unique styles.

What colours do you think look good on you?

I look great in royal blue, red, black, and white.

What are current fashion trends?

Current trends include athleisure wear, layered looks, retro styles, and oversized clothing.

Do you ever go out without makeup? What does it feel like?

I do go out without makeup, and it feels liberating and natural.

Is nursing your corridor or your destiny? Why?

Nursing is my passion and destiny, and I'm committed to giving back to the community through my work. I have partnered with a group of nurses, and we do go out to our community to offer free medical screening and education.

“Fashion is an art form that often pushes boundaries and showcases unique styles”



Fargal Signatures



"I'm interested in exploring fashion design and potentially partnering with designers"

Fuquel Signatures

“To connect my
trendy looks
and nursing
expertise”



Where do you see yourself in ten years from now?

In ten years, I see myself as a successful Nurse Practitioner, making a positive impact in my community and nurturing young models and designers.

If you were to connect your trendy looks and nursing to create your wealth, what would you do?

I would leverage social media, collaborate with healthcare brands, and create fashion lines that promote health and wellness to connect my trendy looks and nursing expertise.





ROSABELLA

• BY ROSE •

Experience

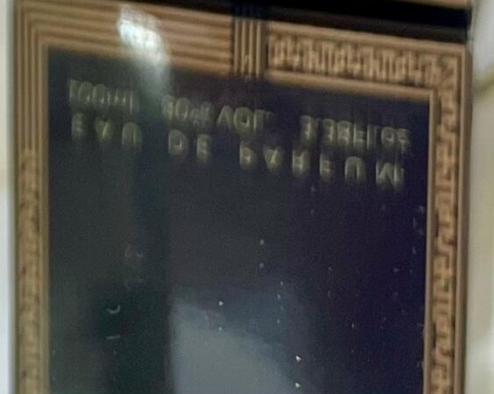
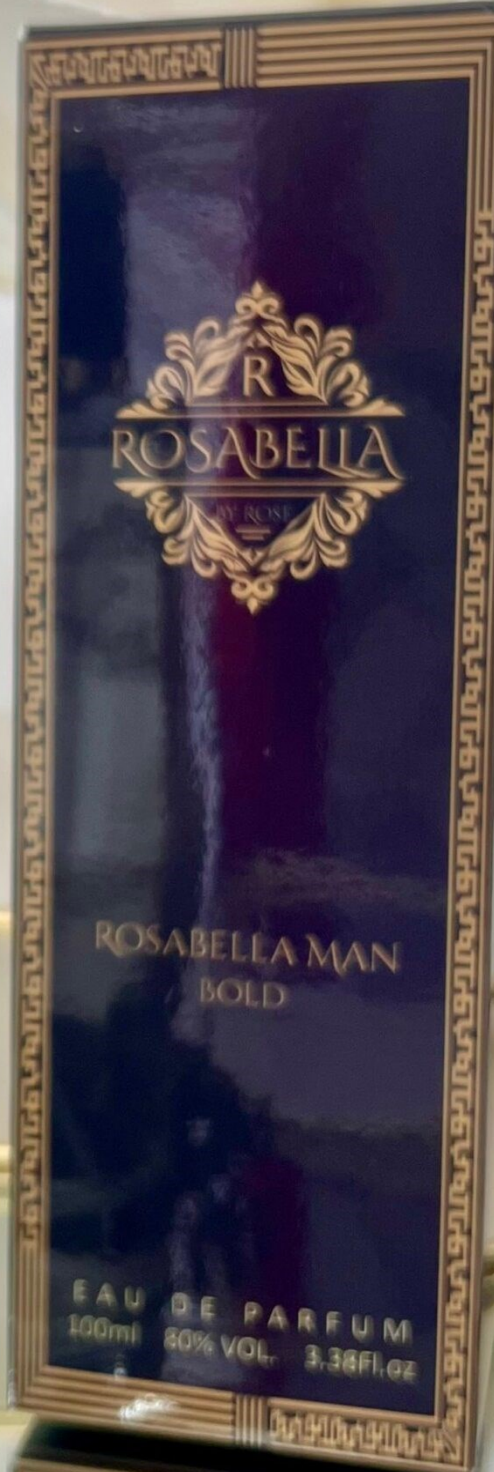
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For Men

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Introducing Rosabella Man Bold, a captivating fragrance designed for the modern man who exudes confidence and charisma.

This bold scent features invigorating top notes of zesty citrus and fresh herbs, harmoniously blending with a heart of sophisticated spices and rich woods.

The lingering base notes of warm amber and leather create an unforgettable aroma that leaves a lasting impression.

Perfect for any occasion, Rosabella Man Bold empowers you to embrace your strength and individuality with every spray. Make your mark with this alluring fragrance that defines masculinity.

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For Women

DETAILS AND CARE

Experience the enchanting allure of Rosabella, a fragrance that embodies graceful elegance. This exquisite scent intertwines delicate floral notes with warm, sensual undertones, creating a captivating bouquet that lingers beautifully throughout the day.

Ideal for the modern woman who exudes confidence and sophistication, Rosabella is your perfect companion for any occasion, leaving a lasting impression wherever you go. Embrace your inner elegance with Rosabella.

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Step up to every challenge with the unstoppable energy of a powerful new 2.4 Litre Turbo Diesel Engine.

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GWM has introduced enhanced warranty and service plans across its entire vehicle range, ensuring greater synergy and streamlined support for all owners. With extended coverage and improved servicing, every P300 driver now also benefits from greater confidence, reliability and long-term peace of mind on every journey.



NEWS CAFE®

it's about the vibe



ABOUT

By combining the key features of a coffee & cocktail bar, restaurant & entertainment venue, News Cafe is a trendsetting & benchmarking brand within the industry.

THE VIBE

Striking store designs, award winning mixology & culturally progressive music encompass the renowned News Cafe vibe.

OUR STORY

Established in 1995 under the Fournews umbrella, News Cafe first opened its doors in Hatfield in 1995 & has since evolved into a multinational brand. Three decades later, we continue to lead the way in food, cocktails & social culture.

We are a proudly South African concept & our footprint extends across multiple African countries, redefining the industry with innovation & style.

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Immerse yourself in the peacefulness of the African bush at the luxurious Kapama Private Game Reserve.

Spanning over 15,000 hectares of pristine South African bush, Kapama offers the perfect sanctuary for a wide variety of wildlife.

Four luxury lodges offer our guests the choice of the ultimate safari experience. The secluded sanctuary of our reserve offers everything from the old-world charm of *Buffalo Camp*, the welcoming warmth of *Southern Camp*, the dynamism of *River Lodge* and an unrivalled level of luxe at our flagship lodge, *Kapama Karula*.

And if you want to tick off an item on that bucket list and sleep under the stars, the romantic sleep-out platform will make many a dream come true.

Whether it's relaxing around the pool, going for a walk through the bush with one of our skilled guides or lounging at our spa and wellness centre, there is no schedule at Kapama and the only requirement is to make treasured memories..

www.kapama.com







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Discover Wildwaters Lodge

Located on roughly six hectares on Kalagala Island, Wildwaters Lodge lies on a unique private island mid-stream within the mighty River Nile in Uganda: around 25km downstream from Jinja in eastern Uganda. It's in a sublime location and only reached by boat which makes it a very adventurous place to stay. It is uniquely perched on granite rocks with dramatic and exciting rapids roaring all around.

Activities on the river for guests in the nearby adventure hub of the Jinja area including heart-pounding white-water rafting or bungee jumping and gentler horse riding or fishing. Additionally,

Wildwaters is a perfect platform for viewing some of the more than 1000 bird species that Uganda is so famous for – from turacos and cuckoos to hawks and eagles – and you might also spot giant otters and monitor lizards in the water.

After an adventurous day Wildwaters Lodge also offers a relaxing and intimate location for honeymooners and couples looking for some quiet time. Especially for those taking advantage of the spa nestled over this ancient river.

Details and Amenities

The ten stand-alone elevated timber-floor and super-spacious luxury suites are nestled in the rainforest with amazing river views. Each are linked by raised wooden walkways to the restaurant, bar and library, and feature glass-fronted windows, locally handmade furniture, stylish bathrooms with rain showers, and secluded wooden decks with daybeds and romantic free-standing open-air bathtubs. There are also delicious sunrise breakfasts and candle-lit three-course dinners and a lovely swimming pool cantilevered above the river in the attractive main communal lodge area.

www.lemalacamps.com



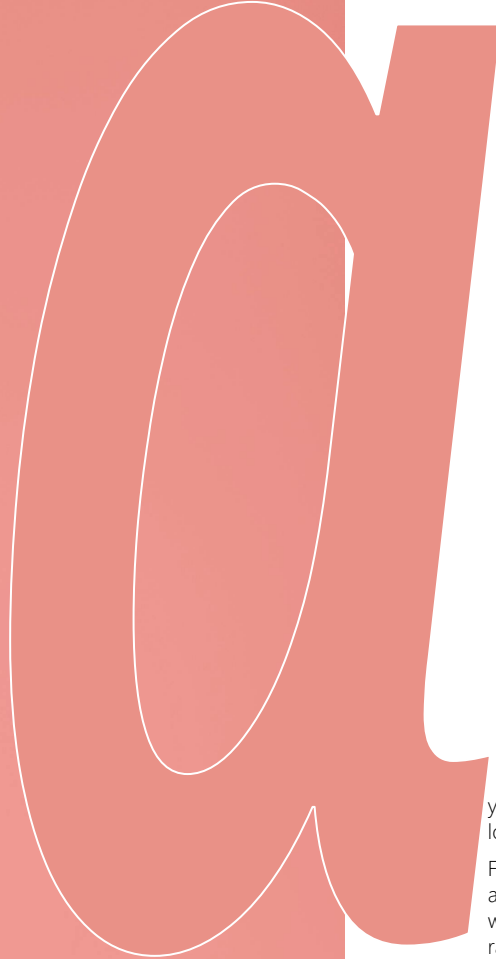
“Take time to celebrate your mom, grandmother, mother-in-law or any other mother figure in your life”



Celebrating All Kinds of Mothers on Mother's Day

A Mother's Day is a time to celebrate all mothers

“Every one
of us has at
least one woman
who served a
part in our
being”



Article by www.consideringadoption.com

Mother's Day is a time to celebrate all mothers and the special place they have held in our lives throughout the years. It's time to recognize Mom for her unconditional love and dedication that has helped shape our lives.

Families are built many ways, and motherhood certainly isn't a one-size-fits-all package. Every one of us has at least one woman who served a part in our being here and/or being raised to the best of their ability. No matter where you are on the journey of motherhood, you are to be celebrated.

For those moms who are waiting to adopt:

We understand the worry mixed with excitement. It may not feel right to celebrate something that has not yet come to fruition. Take time to celebrate your mom, grandmother, mother-in-law or any other mother figure in your life, and find some joy in the fact that you're on the way to being a mom!

For birth moms and moms making an adoption plan:


We know this day can be difficult as well. Like every other day, it is okay to feel grief for your child on Mother's Day. Try to remember that all decisions you made during your pregnancy were in the best interest of your child. And that's what being a parent is all about. You have shown your child courage and unconditional love.

For adoptive moms:

This is a wonderful day for you! Celebrate with your loved ones, and take time to honor your child's birth mother as well. Even if you are in regular contact with the birth mother, take time to let her know you're thinking of her on this day. Her loving and courageous act brought you endless joy. For this, you are forever grateful to have many Mother's Days to celebrate.

For foster moms:

You are to be honored for caring for other mothers' children when they are unable. You must have a heart big enough to welcome these children into your home for a few days or a few years. You are a source of comfort and stability to children who may not have known it before. You have to do some of the hardest "mothering" of all.



**To All The Nursing
Stars Who Are
Celebrating
Their Birthday
between
May, June and July**



On your birthday, we want to express our deepest gratitude for all the hard work and compassion you show every day.

Your unwavering commitment to helping others is a testament to your incredible character.

May this year bring you as much happiness and fulfillment as you bring to your patients.
Happy Birthday!"

THE NURSING STARS **MAGAZINE**

**STANDING WITH YOU
AGAINST 'BULLYING'
AT THE WORKPLACE**

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A NURSING PROFESSIONAL
AND YOU HAVE SUFFERED
BULLYING AT YOUR WORKPLACE?**

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