THE NURSING STARS MAGAZINE

Celebrating Nursing Professionals in style

10th Issue Mar/Apr 2024

Lynel Maluleke (RN)
"I like dressing up and go to restaurants"

Leonard Otieno (RN)
"Effective leadership involves providing guidance, support, and resources"

Samantha Sosora (RN)
"I am so grateful to God for getting me this far"

Gezane Baloyi (RN)
"Comparison will zap the joy out of your life if you let it"

Nondumiso Mbatha (RN)
"Engaging in research equips nursing professionals with the ability to influence advocacy and policy"

Sibongile Sibeko (RN)
"A manager needs to have exceptional communication skills"

Welcome Mphaho (RN)
"My vision is to establish and run my own clinic"

Masechaba Seloane (RN)
"Nothing beats spending time with my son"

Ms Pheladi (RN)
"You ought to know your body and its flaws and then dress for it"

Kobie Coetzee (RN)
"We do toolbox meetings which are daily planning"

Isaac T. Matlala
"The resurrection power of Jesus Christ"

Sibongile Khumalo (RN)
"Lord, we praise and thank you for the amazing year ahead in Jesus's Name"

Dr Eugene Makhavhu (PhD)
"Knowing that I have imparted knowledge and I have changed someone's life"

Chief Kofoworola Abeni Pratt Hon.
"Her domain became the whole country"

Walt Whitman
'The Civil War Nurse'

Sifiso Dlamini (RN)
"I am different from a general nurse because I work in specialty ward"

Izelle Loots (RN)
"Touch your patient's hand, to touch their heart..."

Tshepiso Moloi (RN)
"We are the change we're looking for"

Quendaline Messelaar (RN)
"I see my company expanding its footprint to other provinces"

Sibusiso Ntozini
"I will put emphasis on perseverance, zeal and courage"

Joyce Shana (RN)
"I am very much privileged to have my husband and children with me here in the UK"



Famata Jallow-Raynor

"Don't wait for opportunities, create them!"

"Ensure your waiting room remains a relaxing environment for patients of all ages"

Wheels, wheels, wheels

21 Benefits of relaxation

The Business of Nursing

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TNS CONTENTS

2 *TNS* BOARD OF ADVISORS

7 *TNS* EDITOR'S NOTE

8 *TNS* PRAYER

"A Prayer of thanksgiving"

9 *TNS* WORD OF POWER

"The resurrection power of Jesus Christ"

10 *TNS* SLAYING-IN-UNIFORM

14 *TNS* STUDENT

"Go for what you want"

16 *TNS* FUTURE

"I see myself being a clinical mentor for the coming generation of nursing"

18 *TNS* LECTURER

"My presence mostly brings an engaging and participatory atmosphere in the lecture room, where students are free to engage and deliberate on the topic at hand"

22 *TNS* LEGEND

"Her domain became the whole country"

24 *TNS* FAMILY

"Nothing beats spending time with my son, the little time I get is dedicated to play times with him"

28 *TNS* HOME

'Colouring your kitchen with Swan appliances'

29 *TNS* OFFICE

'Add a Children's Area to your clinic'

30 *TNS* BUSINESS

The Nursing Business

34 *TNS* MONEY-WISE

How to invest in property: 9 tips for taking your first step onto the property ladder

36 *TNS* CLIENTELLING

'Touch your patient's hand, to touch their heart...'

TNS CONTENTS









38 *TNS* ENTREPRENEUR

"Costumer relations, stay close to your customers, listen to their feedback, and adapt

42 *TNS* HORIZON

Walt Whitman 'the Nurse'

44 *TNS* MODE

"Comparison will zap the joy out of your life if you let it"

46 *TNS* EXPLORA

"I miss my brother, niece and nephew back home"

48 *TNS* ONE-ON-ONE

"My name is Fatoumata Jallow-Raynor. I am a nurse, a wife, a foodie traveller, and an explorer"

64 *TNS* CUISINE

74 *TNS* DELICACIES

84 *TNS* HEALTH

What it means to practice self-care through food

86 *TNS* ME-TIME

"I like dressing up and go to restaurants"

90 *TNS* EXHALE

21 Benefits of relaxation

92 *TNS* INSPIRATION

"Throughout my course of studying I was working as a part time waitress during the semester and full time waitress during holidays"

94 *TNS* LEADER

"A perfect leader is an effective communicator, able to listen actively and convey ideas and expectations clearly and persuasively."

96 *TNS* MANAGER

"Management to me is the ability to make both the staff and management to see things in the same light"

98 *TNS* VISIONARY

"My vision is to establish and run my own clinic, where I can provide exceptional care to my patients"

100 *TNS* RESEARCHER

"Engaging in research equips nursing professionals with the ability to influence advocacy and policy"

104 *TNS* SPECIALIST

"I have to have gather enough knowledge and experience to become an example to upcoming nurses"

106 *TNS* EXECUTIVE

"Do the best you can and try to improve on your own best"

108 *TNS* FABULOUS

"Beauty and health go hand in hand"

112 *TNS* BEAUTY

113 *TNS* FRAGRANCE

114 *TNS* FASHION

116 *TNS* WHEELS

118 *TNS* DINING OUT

120 *TNS* TIME OUT

124 *TNS* RELATIONS

"How to spend your birthday alone"

125 *TNS* VIBE





















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Greetings to you all, The Nursing Stars

Tshepang Mofokeng

My name is Tshepang Mofokeng, my professional background entails ministering through song and the preaching of the Word of YHWH. Thus in this instance, I am introducing myself to you all as the Acting Chief Editor of The Nursing Stars Magazine.

Well, even though being responsible for such a global digital magazine may be daunting, however I know for sure that I can do all things through Christ who strengthens me.

I therefore, make a solemn pledge that in my tenure I will serve you well. I hope that you all will enjoy every bit of my service in dishing out the best for you. I am also keen to learn more from and through you, The Nursing Stars.

Thus, in this 10th Issue there is so much insight to gain. Besides, there's nothing more fulfilling than being part of a product that brings hope and encouragement to our global nursing community.

This issue features great men and women dedicated not only to a profession but to an essential service that is committed to bringing about change and awareness to the global masses in an integrated manner.

One of the stories that touched my heart is a tribute to the late Legendary Chief Abeni Pratt Hon. The main highlight is her bravery, vast knowledge, and how she propelled and pushed through a system designed to ensure that black women fail; she pushed through, relentlessly. Chief Pratt emerged from the First Black Nurse in the NHS to Major Founder of Nursing in Nigeria.

Furthermore, there are various Nursing Stars who are featured in this Issue. Among others are Kobie Coetzee who is our TNS executive, Masechaba Seloane who is sharing on how she prioritises her family time; Lynel Maluleke on her 'Me Time', Ms Pheladi on her beauty traits, et cetera.

Indeed, as the Nursing Stars, you are not robots to be switched on and off when needed to, but you are humans who also need to be taken care of. Hence it is so inspiring to see nurses pampering themselves. Please take note, you are very special...

The Nursing Stars Magazine is back with a bang, surprises and blessings. So, buckle up and enjoy the ride. I will appreciate your feedback, comments and critics. You may email me directly as follows; Tshepang.Mofokeng@thenursingstarsmagazine.co.za

Love you lots,

Tshepang Mofokeng

"Please take note, you are very special..."

"A Prayer of thanksgiving"

"Let us pray"



Sibongile Khumalo (RN),
Johannesburg, South African

We enter 2024 with thanksgiving and praise, we give you thanks Lord and praise your Holy Name. Lord Jesus, we thank you that you are good.

Your goodness and your mercy and your truth endure through all generations. We come before your presence with thanksgiving in our hearts and we praise you for your loving-kindness.

Thank you YHWH for the gift of Salvation; for Him who knew no sin was made sin for us so that we can be your righteousness in Christ. We thank you Father, that we are rooted and established in Him.

Lord, we thank you that we have been translated from the kingdom of darkness into the Kingdom of light and we are now the children of light. Oh Lord, let your light shine so brightly and extinguish every darkness in Jesus's Name. As we begin this new year, 2024, we commit all our plans to you, Lord. We lay our vision and all our ways before you.

For you, oh Lord, are the great God, the great King above all gods. In your hand are the depths of the earth, and the mountain peaks belong to You. The sea is yours, for You made it, and your hands formed the dry land.

We bow down in worship, we kneel before You, oh Lord our Maker; for You are our God and we are the people of your pasture, the flock under your care.

Who is like You, Lord God Almighty? You, Lord, are mighty, and Your faithfulness surrounds You. Righteousness and justice are the foundation of Your throne; love and faithfulness go before You.

Blessed are those who have learned to acclaim You, who walk in the light of Your presence, Lord. They rejoice in Your Name all day long; they celebrate Your righteousness. For You are their glory and strength, and by Your favour You exalt our horn.

We will give thanks to you Lord with our whole heart, in the assembly of the godly and the congregation. Lord your deeds are great, eagerly awaited by all who desire them. Your work is majestic and glorious, and Your faithfulness endures forever.

Lord you do amazing things that will be remembered; You are merciful and compassionate. You give food to your faithful followers. You always remember your covenant.

Your acts oh Lord Jesus, are characterized by faithfulness and justice; all your precepts are reliable. They are forever firm, and should be faithfully and properly carried out.

You delivered us, your people; You ordained that your covenant be observed forever. Your name is holy and awesome. To obey you Lord is the fundamental principle for wise living; all who carry out your precepts acquire good moral insight. You will receive praise forever.

For it is You who made us, and we are Yours. We thank you for the Spirit of wisdom, revelation, insight, strategy and understanding. We thank you that you provide all our needs according to your riches in glory by Christ Jesus.

We thank you that your plans for TNS magazine are good and we trust that You will work out everything for the good of those who love You and who are called according to your purpose.

Lord, we praise and thank you for the amazing year ahead in Jesus's Name. We will praise the Lord God with a song and a thankful heart. Psalm 69:30 (CEV)

We thank you Father in the Mighty Name of Jesus Christ of Narazeth, Amen, Amen and Amen....

"We thank you that your plans for TNS Magazine are good and we trust that You will work out everything for the good"



"The resurrection power of Jesus Christ"

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

There is no doubt at all brethren that Jesus Christ is the greatest gift that God has ever given to humanity and this is evidenced by John 3:16. His existence on earth has been nothing but a well of knowledge and wisdom, filled with life giving lessons that even today continue to teach, guide, lead, encourage and warn us in many aspects of our lives.

Having dedicated his being to save us from the eternal condemnation of sin, we can only be grateful for the results that his sacrificial death has produced which is forgiveness of our sins, while the power of his resurrection guaranteed us the keys to eternal life.

Revelation 5 tells us about the vision that John had in which he was weeping because there was no one found worthy to break the seven seals and open the scroll (which is the book of life containing the names of all those who will inherit his kingdom at the end of time, Revelation 20:15.

And also it is the will of God giving Jesus the authority, honour and royal power, Daniel 7:13-14). John knew and understood that if there was no one found worthy to open that scroll, then it meant humanity was doomed to eternal destruction.

But as we read from that scripture, one of the elders comforted him and showed him a Lamb that appeared to have been killed.

The scripture continues to confirm that it was through the blood of this Lamb that Satan was defeated because through it, God's people were bought out of the chains of sin.

This simply means that if Jesus had not been resurrected, no one would be able to open the scroll and therefore, its contents were to remain sealed and no one was to inherit God's kingdom at the end of time.

Brethren, we must never take for granted, the power and impact that this resurrection of Jesus Christ had in God's plan of salvation because it signifies the defeat of Satan and give us hope to eternal life of peace.

Revelation 12 tells us about a woman who gave birth to a male child and the dragon trying to eat him but the child was snatched away to God.

The male child represents Jesus Christ and the Dragon is Satan, trying to eat means an attempt of Satan to destroy Jesus through death, and being snatched away reflects resurrection.

This goes back to the prophecy of Genesis 3:15; the serpent (Satan) will bite the off-spring's heel (attempt to destroy Jesus) and the offspring will crush its head (Jesus will resurrect and completely destroy Satan forever).

The coming judgment day will fully fulfil this great prophecy when Satan will be thrown into the lake of fire and Sulphur and forever perish (Revelation 20:10).

We therefore ought to be grateful brethren that the death and resurrection of Jesus Christ has offered us an opportunity of a lifetime in which our choice to keep God's commandments will determine our final destination of an everlasting life at the end of time.

It is through this resurrection that today we are able to get closer to God through his son Jesus Christ, John 14:6. Let us therefore brethren as the servants of God in our duties as nurses continue to do that which is just, beneficence and non-maleficence for the patients that we are given the opportunity to serve, for we do it not only for them, but for our father in heaven.

"This simply means that if Jesus had not been resurrected, no one was to inherit God's kingdom at the end of time."

To be a nurse though being undermined and unappreciated, is the greatest honour that God has invested in us because we are imitating Jesus Christ by sacrificing and risking our lives to saving those of others. Like one patient once said to me, "To be a nurse is to work with God."

May these words never depart from our minds as we assess, diagnose, plan and care for our patients with love so that the resurrection power of Jesus Christ can also lead us to his eternal kingdom at the end of time.

It is better to be appreciated by God than by people because his appreciation is not of the wealth of this world but that of eternal life. To Him who is above all, and to the One who died for our sins, be power, honour and glory forevermore.

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 by 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!



Lynel Hlawuleko Maluleke from Limpopo Province, South Africa



Nondumiso Mzozoyana (RN)
from Matatiele, Eastern Cape,
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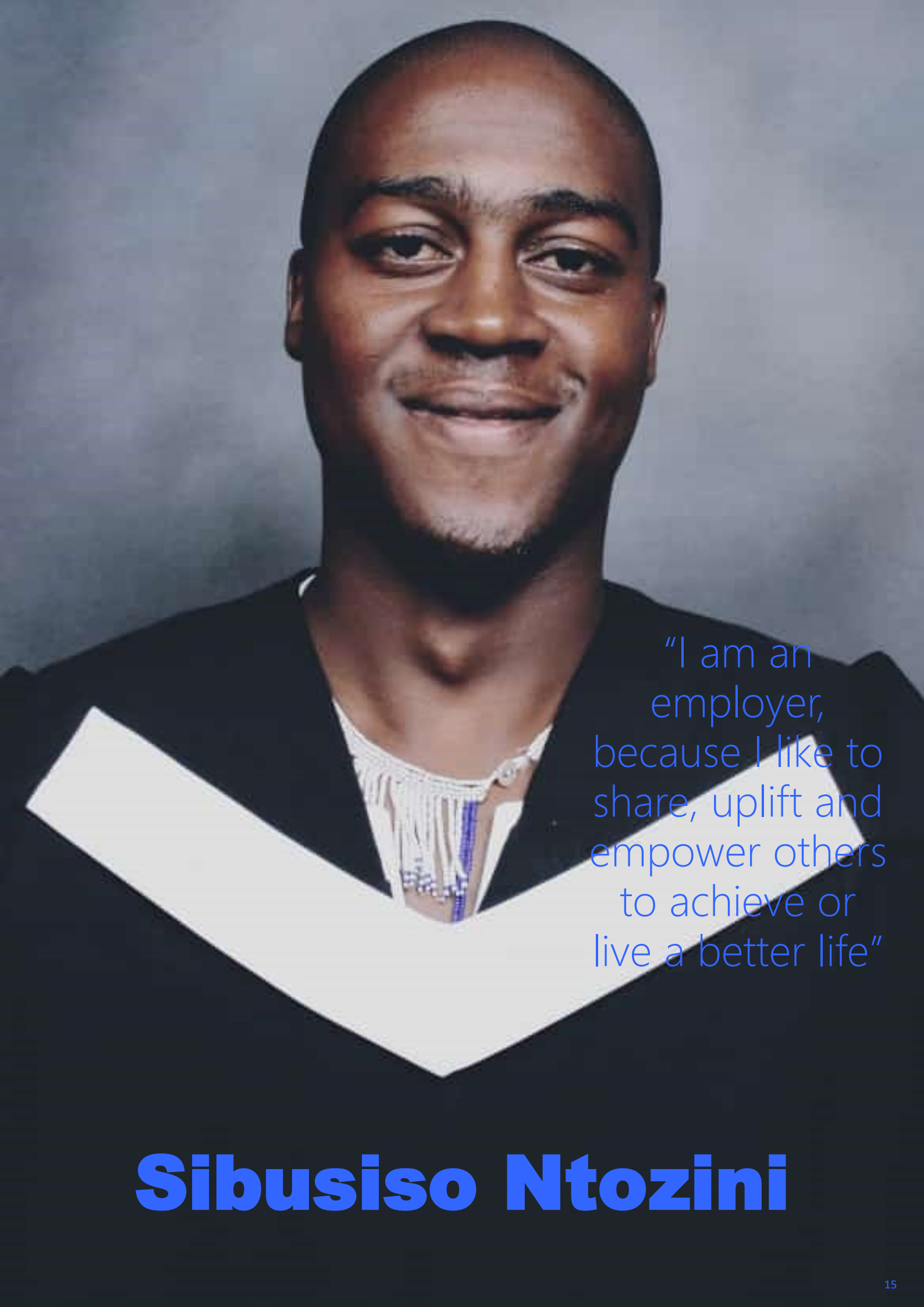
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A man of perseverance, zeal and courage

What is your name?
Sibusiso Ntozini
What is your birth month?
November
What is your professional status?
I am a qualified electronic technician, but also a 4th year student nurse.
Why do you want to be a nurse?
At first, I got into nursing for a job security, but as I progress with my studies in nursing, I get to see the purpose of becoming a nurse other than securing a job. Community Nursing Science (1, 2 and more especially 3) have been an eye opener to me, because it makes me realize how troubled my community is and it requires an urgent intervention as more youngsters are being affected by mental illness due to various contributing factors; substance abuse dominates the list. So, in all, I want to play a positive role in my community; to uplift my, community health wise and to encourage them to live a better healthy lifestyle.
Who is your favorite classmate?
I am not sure about this one, as I interact with them all due to schoolwork; when there's a necessity.
How is it like to be a nurse student?
Other than the overwhelming work, it is good. It made me realize the importance of having a good behavior which enables me to make good decisions when it comes to my health. To be a student nurse, means a change to me as I no longer do certain things that I used to do of which some were attracting morbidity.

How would you describe yourself as a student?
An introvert student who is responsible and takes initiative for my own school work. I'm a student who wants to learn and explore more in the health sciences environment. I am an observant, and a non-judgmental individual, who treats others with respect and am always willing to help others.
What specialty are you focusing on?
Currently, I cannot tell, as I am still exploring this course. So far, I have explored Community Nursing Science, Midwifery, General Nursing Science and Psychiatric Nursing Science.
What is a dominating culture in your schooling environment?
Xhosa culture is the most dominant one.
Any element of naughtiness?
No!
What real-world lesson are you acquiring currently?
"Life is all about going for what you want and ask for guidance on that and not allow your mind to be shifted from it." This reminds me back in 2012 when I told my mom that I am going to Cuba to study Medicine. She went to my previous high school, and she was advised that I would rather study a shorter course than medicine and she came with feedback. Fortunately, I did electrical engineering successfully, but the most unfortunate part is that I stayed for years seeking employment up until I decided to venture into nursing.

What contribution are you planning to make in the nursing industry?
To change the public perception that nurses are rude, incompetent and self centered. I plan to achieve this through selfless service to my community, by being an approachable and a welcoming professional.
When searching deep into yourself, are you an employee or an employer? Why?
I am an employer, because I like to share, uplift and empower others to achieve or live a better life.
Will nursing be your corridor or your destiny? In what way?
I think both, because I want to help my community to attain and maintain better health. I also want to economically empower them by creating employment opportunities, as I have already registered a company. I strongly believe that if people have a source of income, they stand a better chance in actively maintaining and partaking in their own lifestyle and health.
What advice would you give to the government regarding improving the nursing sector?
Government must ensure that qualified graduates are employed for their respective qualifications. In this way government will be able to have nurses who love and live nursing. There will be no nurse who will join nursing for the sake of employment. The government should also improve the level and quality of student training in colleges including the rural areas.
What advice would you give to the nursing aspirants?
"Go for what you want".
How are you going to mentor the nursing aspirants?
I will put emphasis on perseverance, zeal and courage.



Sibusiso Ntozini


"I want to be seen and known as a symbol of hope"

Tshepiso Moloi (RN)

A symbol of hope

Name: Tshepiso Sinah Moloi
Birth month: December.
Favourite book: 'What happened to you' by Oprah Winfrey.
Favourite Music: Jazz and Soul
Favourite space: Anywhere with greenery.
Favourite time: 22H00 when I am alone with my thoughts reflecting on the day and planning for the future.
Favourite drink: Strawberry daiquiri.
How do you spend most of your spare time?
Most of my spare time goes to spending time with my family, intentionally and fully engaging with them, away from the busy scheduled and structured week chores.
What makes you tick?
The use of vulgar language completely makes my mind struggle to continue engaging in a conversation and anyone that disregards and disrespects the opinions, beliefs and wishes of others.
What spoils your mood?
People who shout. Shouting doesn't guarantee you that the other person will understand you more, they might hear you yes, but it doesn't guarantee understanding. Being spoken to in a disrespectful tone spoils my mood.
Who is your favourite person in the world?
My sweet Fiancé. What a supportive man...? We are in different fields but every time I share about my work related details he is always interested and attentively paying attention. He is amazing.
What made you choose nursing?
I was always a sickly child growing up and was a regular at our local clinic Ramokonopi CHC. And growing up I used to watch the Soul city programme on SABC 1 and was always fascinated by the character of Sister Bettina played by the legendary Mam Lillian Dube, and when my aunt became a nurse I got to know more about the career and I hopped on the boat and I have been sailing ever since.
Who is your inspiration?
Nurse Zanele Cekiso popularly known as Nurse Zee. Her dedication to both the public and the health system as a whole is inspiring. Her holistic approach in the health sector is commendable. Through her YouTube channel and TikTok videos I have seen her address issues in the health sector, issues within the profession, issues faced by the patients and how all of us can work together, I love her so much.
Share about your passion for nursing:
I love nursing with every cell in my body. No, seriously I do. It's such an art, the scientific approach in restoring health whilst passing on kindness, love, compassion, and showing humanity is such an honourable job that one can do. Waking up on each morning knowing you've been granted another chance to possibly change someone's life is a gift. Having to live a life where you get to impart knowledge that is lifesaving is a blessing that I cannot take for granted.
Apart from nursing, what is this gift you have? Are you going to pursue it?
If I were to in sales, I was going to excel; I am good in persuading and convincing people. I'd make a great salesperson. When it comes to selling, I'm the 'go to person'.
Do you think nursing is your corridor or your destiny?
This career has connected me to so many different people, cultures, beliefs, values and has definitely sharpened my emotional intelligence. Dealing with different people daily enables one to be versatile and it equips one with power to adapt in instances of unfamiliar spaces.

'The difference strokes for different folks' saying isn't a myth, it's real. My dream is to be the 'go-to person' for all, regardless of race, gender, sexuality, age, ethnicity and culture. And my career is affording me the opportunity to tackle health issues in all the spheres mentioned.
If given a chance, who is this celebrity you would like to spend an hour with, and why?
Kanye West, in the world of fitting in and conforming to the expected norms I commend people who are not afraid to take a different route. I mean those who are creative and dare to go for any concept even if it doesn't have many followers. In as much as he is in the space of arts and music, I admire his consistency in always following his heart.
Where do you see yourself in 5 and in 10-year time?
I see myself being a clinical mentor for the coming generation of nursing, continuing passing on the baton through educating nurses about the importance of therapeutic use of self, how to market the importance of preventative care, taking interventions, adhering and restoring hope to our people.
How are you going to contribute to improving the nursing sector?
I believe that we are the change we're looking for. Each day, with every encounter, that's an opportunity that could change a person's life. Hence, the more I acquire knowledge I will share it in pursuit of transforming the nursing sector.

Besides, I never get tired of emphasising and ensuring that the knowledge meant to be shared gets shared. I believe sometimes we render services, get the statistics but are we effective enough if we have patients that leave the facility not knowing what they are taking, why, what it does, the side effects and what to report.

Thus, that's the main source of defaulters; no adherence and lack of confidence that we see from our patients. Let us not perish because of lack of knowledge!
What do you think is the role of technology in nursing?
Technology is amazing, often when we see patients, they are sickly, afraid, anxious, nervous, you name it, and it is expected because not being in good health does affect one's emotions and mental state. Sometimes half of the health education given isn't always absorbed because they are overwhelmed by the diagnosis, their current health status and so forth and that's where technology steps in.

As I am rendering health care services to the adolescent and youth, I always make use of the Bwise health website. I always tell the adolescent and the youth to go on the website for further information on what I have just told them.

"I never get tired of talking over and over for reemphasising and ensuring that the knowledge meant to be passed really gets passed on"

I believe this helps because once they are settled at the comfort of their home, away from needles, queues and diagnosis at the clinic, they can use the website to reflect, remember and educate themselves further.
What fingerprint would you like to leave when retiring from nursing?
I always say this in my prayer "God please use me as a tool, let me be a symbol of love, patience, faith and hope. Work through me, not for me but so that your presence can be felt and known".

We see so many people and sometimes forget them because of the overwhelming number of patients we attend to, we forget them, but they never forget us. I pray and work towards ensuring that every encounter I have is one that is led by God, and one that restores hope. I want to be seen and known as a symbol of hope.

"Being a lecturer therefore played a big part in giving me a chance to train a new generation of nurses"



Dr Eugene Makhavhu (PhD)

A Lecturer at Sefako Makgatho Health Sciences University

The creative Educator

Who is Dr Makhavhu?
I am a husband to a beautiful and loving wife, a father to a beautiful 2-year-old baby girl. I am a lifelong learner, a nurse, and an academic who enjoys reading, I completed my PhD in Nursing last year. I love life and everything positive it has to offer. I am a lover of cars. I am God's own.

What is your favourite sport?
I love soccer, or football, even though I never really played it in school; instead, we played on the streets. I also enjoy cricket. My first love, though, is soccer, and my boyhood team of choice is Kaizer Chiefs.

What is your best season in a year? Why?
It must be Autumn. I love the warmth that it provides before the winter arrives. It's not too cold, and neither is it hot.

What kind of outfit do you prefer when on duty? Why?
I prefer to dress formal or smart casual when on duty. I love being presentable. Like the saying goes: "If you look good, you feel good". You also beam with confidence. I believe as well in the saying that "you should dress the way you want to be addressed".

What makes your day?
Knowing that I have imparted knowledge and I have changed someone's life. A 'thank you' makes my day, just having done something for someone and hear a 'thank you' and see a smile, it makes me smile as well. Achieving what I set out to do in the day, whether it is in class teaching, my office duties, or research, if I successfully complete those tasks, my day is made up.

Why did you choose to be a lecturer?
It is largely related to a chance we have as nurse lecturers to shape the nurses of the future. South African nurses have recently been the target of disparaging remarks from the public and media. Starting from the bottom when a nurse is still relatively new to the field is the best method to effect that change. Being a lecturer therefore played a big part in giving me a chance to train a new generation of nurses who will treat patients with greater positivity. Producing a sympathetic, kind, and compassionate generation of Nurses is your responsibility as a lecturer because you are in the driver's seat.

When did you decide to be a lecturer?
Back then while I was still a university student. When a thought of going into academia came to me.... I think I was in my third year.

How did you reach this level in your nursing career?
The Adelaide Tambo School of Nursing Science at the Tshwane University of Technology is largely responsible for my success. They granted me an opportunity to do part time clinical preceptorship very early in my nursing career and that planted a seed that saw me perfect this skill. During that period I had to continue working as a clinical nurse at the hospital, while working as a part-time at the Tshwane University of Technology. In the midst, I was also pursuing my master's degree and postgraduate diploma in nursing education with two different institutions.

So, to get to where I am now, I eventually had to balance two jobs and two qualifications.

What impartation are you there to offer?
I teach fundamentals of Nursing Science in the first year; that is where the foundation is really laid. In addition to imparting knowledge on how to become a skilled nurse, I hope to be able to educate professionalism, accountability, competence, courage, and critical thinking so that a nurse can meet the holistic needs of the patients in their care; a nurse that can be desirable and employable.

What is this unique aspect about you?
I am a creative educator. This is a trait which I believe is necessary, particularly when teaching the first year students, as you get to meet these different faces which are coming from diverse backgrounds and you need to be creative when teaching them. I am relatable and being a male lecturer who also oversees the first-year program, this solidifies my relatability, which makes me stand out from the crowd.

What sound of voice to use in class? Loud or low?
It really depends on the situation at that moment. We give lectures in different venues on different days. In certain smaller spaces, speaking in a lower volume can be applicable, provided that every student hears you clearly, however, in larger auditoriums, you may need to talk at a slightly higher pitch to be heard.

What kind of ambience does your presence bring into the lecture room?
My presence mostly brings an engaging and participatory atmosphere in a lecture room, where students are free to engage and deliberate on the topic at hand. But days are different though; occasionally, students may not participate as they usually do. Well, apparently, I am a strict lecturer, but I would prefer to think of myself as a firm and solid lecturer so that we can get to the business of the day and maintain better control over the class.

How do you describe nursing in one word?
Rewarding

What do you do to ensure that your students become game changers in the nursing sector?
I give them an opportunity to note their own weaknesses and strengths and work on making themselves better practitioners. I also present different scenarios that I encountered as a nurse clinician so that they can be able to note how that situation was handled and they also present how they would have handled it differently. I motivate them to be better as well; better practitioners and better patients' advocates.

Are you ever tempted to observe your students and then predict the worst or the best?
Not at all; that is not how I like to judge people. Furthermore, it would be premature to judge them during their first year as it is essentially their first step in the nursing profession.

How do you guide your students to choose the right path when they venture into the nursing field?
We give a quick overview of the profession and the expectations during orientation.

"My presence mostly brings an engaging and participatory atmosphere in the lecture room, where students are free to engage and deliberate on the topic at hand"


“I encourage my students to think long and hard about their choices”

We also extend an invitation to nurse practitioners from the several hospitals where the students will ultimately be assigned for their rotations in clinical practice. Nursing is a broad subject with many options for students to pursue, but it is when they work in various clinical settings that they truly learn about what area they want to pursue.

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

I usually call them to my office for a consultation to understand what the problem may be. Students may feel the need to give up because of several reasons such as failing the academic year, financial issues, or even social issues affecting them at home or at the residences. Where necessary, I intervene and give the necessary counselling. But the University, where I work, has support structures in place, so at times, I would refer the students for further support.

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

Strict (although I don't think so), grounded, considerate, professional, and collegial.

How do you pep up distressed students?

I typically meet with these students in private for consultations, and based on the specific issue they are having, I may refer them to the department's student support committee, of which I am a member. If departmental efforts are insufficient, I therefore refer to the academic and psychological support within the university.

What do you expect from the incoming students?

I teach the First Year students, so I do not really have many expectations from my students as they are coming in from a high school level. I enjoy hearing what their expectations are from me, from the program, and from the profession.

What should new students expect from you as a lecturer?

They should expect a friendly, approachable, and an authentic lecturer. Furthermore, they should expect to be motivated and supported throughout their academics. I am a lecturer with integrity, ethical and professional.

Please share about your tutoring philosophy.

I support independent learning. I frequently advise my students to prepare ahead of time by reading the units that will be covered so they can identify any gaps when I present the material in class. This is where learning, that is guided by oneself, is useful. In addition, I prefer sharing of knowledge through group projects and presentations in class.

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

I think that can be better answered by the students themselves, but perhaps it is the engagements in class, and the learning process in general. Furthermore, the mutual respect in class, preparedness, and the patience that I exhibit in their midst.

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

I believe that, in general, students need a lecturer who is empathetic, understanding, supportive and knowledgeable.

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

It has a great role to play in the students' success really. My own growth in the profession was nurtured somewhere by the attitudes and personalities of my lecturers. I always saw myself in their image, so it builds the student and totally contributes to their success.

If you are a negative lecturer, you will breed negative students. But if you are positive and supportive, your will see how easy our students are able to approach you and they will also present the same positive attitudes towards your module and towards you as a person.

How would your previous students describe you?

I remember a former student I taught at TUT once sent me a happy new year message and in that she said that I was supportive and gave them guidance throughout their studies and that she was thanking me for being a great lecturer and investing in her development.

That message still warms my heart to this day. So, with that said, my former students would describe me as inspirational; that I inspired them to push their limits and to do better and to be better. Just as a good person overall.

What is your advice to all nursing students?

The nursing profession is always evolving, and aspiring nurses must be able to adjust to the dynamic and ever-changing processes of the field. It calls for game changers and adaptability, and those who possess these qualities begin their careers as 'early adopters' students.

Never forget that being prepared is essential and that knowledge is gained daily. Realize that you won't know everything to succeed in your career but be open to learning from everyone and strive to be a lifelong student.

Despite being quite demanding during the study years, the nursing program is also highly fascinating and captivating. Learning is enjoyable if you get the hang of it.

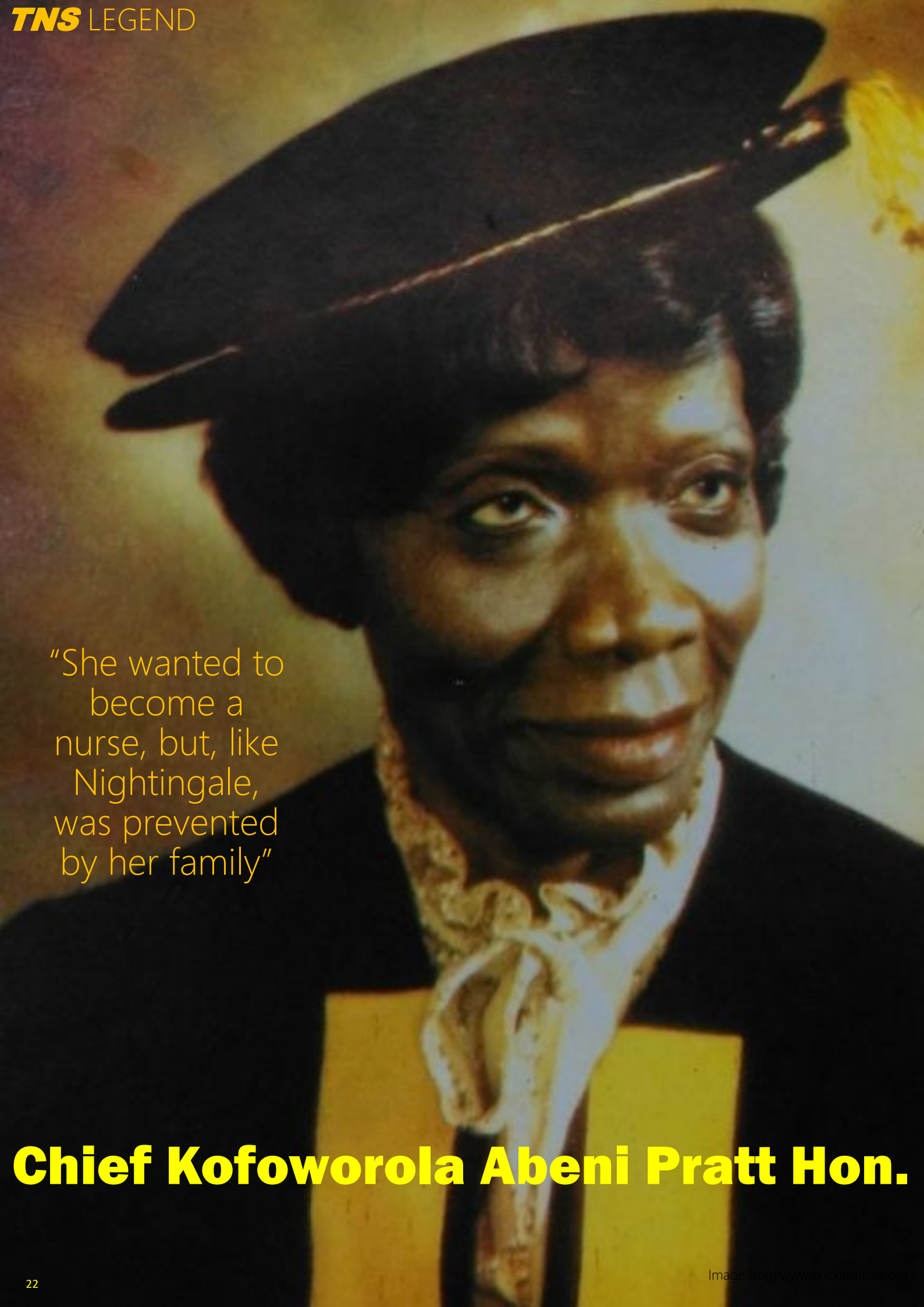
Learn intelligently and maintain a curious mind; ask, ask, and ask. Time management is of high importance to manage your clinical time, your tests and assignments, class preparations, and maintaining of a healthy social life.

Join encouraging study groups that will encourage you to perform well and never set your goals too low. Never lose hope; you can do anything.

As a good nurse, prioritize your patients' needs and treat them the way you want to be treated yourself and your family members. Act as an advocate for your patients; at times, you may be their only resource while they are ill.

Be a professional, ethical, attentive, sympathetic, kind, and a sensitive nurse.

"I believe that, in general, students need a lecturer who is empathetic, understanding, supportive and knowledgeable"



"She wanted to become a nurse, but, like Nightingale, was prevented by her family"

Chief Kofoworola Abeni Pratt Hon.

Image from www.buckinstitute.org

From the First Black Nurse in the NHS to Major Founder of Nursing in Nigeria

by Lynn McDonald, 2021

nightingalesociety.com

Chief Kofoworola Abeni Pratt (1915-92) was an outstanding nursing leader, well recognized for her work in her home country, Nigeria, but scarcely known in the United Kingdom, despite her significant British connections and international reputation.

She was the first Black person to train at the Nightingale School, then based at St Thomas' Hospital, London, starting in 1946. Then, when the National Health Service was launched in July, 1948, she was on duty, the first Black nurse in the NHS.

Her background and education

Née Kofoworola Abeni Scott, she was born into a privileged Lagos family, early converts to Christianity. She was given a good education in a Church Missionary Society girls' school, after which she obtained a teaching certificate and taught History at the secondary level for five years. She wanted to become a nurse, but, like Nightingale, was prevented by her family, on account of the unseemly reputation of nurses.

In the case of Nigeria, the higher posts were reserved for British expatriate women, with the menial tasks accorded to Nigerians (the practice of the Colonial Nursing Service). In 1941, the then Miss Scott married a Nigerian pharmacist, Eugene Samuel Oluremi (Olu) Pratt, who shared her faith and strongly supported her aspiration to become a nurse.

The couple were married in the Scotts' and Pratts' family church, the Cathedral Church of Christ, Lagos, where Mrs Pratt was active in cathedral governance and women's organizations. Olu Pratt made the introduction for his wife to the matron at St Thomas' Hospital in 1946, he had gone to London ahead of her to apply for medical studies for himself. The matron accepted her, subject to the arrival of the required documents, which proved to be in order.

St Thomas' had been bombed in the war, so that, on Mrs Pratt's arrival in 1946, its departments were in temporary quarters in other parts of London. She, as well as doing the regular training, getting excellent marks, went on to obtain extra certificates in midwifery (and worked as a midwife), tropical diseases, the ward sister's course, and, on a return trip, hospital nursing administration, these last two at the Royal College of Nursing. Pratt later won grants to enable her to travel to see nurse training in other countries. In the United States, she was impressed by training based at universities.

She would later lead in the introduction of university-based training in Nigeria, achieved in 1965.

Professional nursing in Nigeria

Encouraged by British "Nightingale nurses," Pratt returned to Nigeria in 1955 to become the first Nigerian ward sister, then, successively, the first Nigerian assistant matron, deputy matron, and, in 1964, matron, at the top hospital in Nigeria, University College Hospital, Ibadan.

This transition from expatriate nurses, doctors, other professionals and administrators to Nigerians was called "Nigerianization". It began with the approach of independence, which was gained in 1960. After a mere two years as matron at UCH, Ibadan, although enough to demonstrate her ability as an administrator.

Pratt took on a greater challenge, as chief nursing officer for the Federation of Nigeria, the first Nigerian in the post. Her domain became the whole country, the largest in Africa, sixth largest in the world. She led in the establishment of other nursing schools and did some of the training herself.

Throughout, Pratt was, unusually for the time, both a wife and mother, with two sons, one born in Nigeria and one while she was training in London. Her husband obtained British medical qualifications, to return to practise in Nigeria. From nursing to political leadership in health care Pratt, like Nightingale, saw the importance of political action in the achievement of healthcare reform. Thus, in 1973, when she was offered the post of "Commissioner of Health", in practice, the Minister for Health for Lagos State, then under military rule, she accepted.

During her time in office (only two years) she saw to the expansion of healthcare services, the building of more hospitals, and the equipping of boats to take healthcare services to villages best accessible by water. She made the provision of better conditions for nurses a priority, culminating in the building of a fine nurses' residence, long delayed by previous governments, dubbed the "Nurses' Hilton."

Pratt was the first nurse to become Minister of Health for her country or state. She received many honours, was named "chief," awarded the Order of the Federal Republic of Nigeria, an honorary doctorate of laws and the Florence Nightingale Medal; she was appointed a fellow both of the Royal College of Nursing and the West African College of Nursing. She died in Lagos in 1992, predeceased by her husband, Dr Olu Pratt, in 1985.

"Her domain became the whole country"





"Nothing beats spending time with my son, the little time I get is dedicated to play times with him"

Masechaba Seloane (RN)



What strategy do you use to make your family love your nursing job?
I let my family know when I will be working, when I will be home, and when I need to rest. I try by all means to spend as much time as possible with them during my off days.

As a nursing professional what kind of support does your family give?
They are always willing to help and are always there for me. I know I'll have a long bath and a ready meal after a demanding workday.

What are the most precious times with your family?
Nothing beats spending time with my son. The little time I get is dedicated to play times with him.

What reception does your family give you after a long day's work?
I am pampered with a hot bath and a foot massage after a long day's work.

Who spoils you the most?
My mother spoils me the most.

What is this first thing you do when coming from work?
I take a long bath to avoid any hospital bacteria before I can spend time with my family.

Moments in which you miss your family the most while at work...
I miss my family when I work long hours during week-ends because that's when I'm able to spend quality time with them all.

What games do you play together as a family?
We love playing board games such as Monopoly and 60 Seconds.

What nicknames have they given you and why?
I was given the name Geyser because the first thing I ask when I get home is 'Is the geyser on.

Describe your motherhood in one word?
Contentment

Describe your relationship as a family in one word?
United

What is your unique family culture?
We pray together each night before bedtime.

What one word do you use to pep up/energize one another?
"Skhokho"

How do you balance your three roles?
I set up a solid schedule that will accommodate my "Me time", son and family. I have a routine. I prioritise tasks. And most importantly, I ensure to get enough sleep.











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The Business of Nursing

Stakeholder Intelligence (PQ): the key to unlocking success



Article by Dr Augusta Dorning

The Healthcare Executive, Speaker, Multi Award Winning Leader, Influencer, Serendipiter, Author, Academic, Executive Coach and Mentor who is passionate about people and bringing healthcare to every person in Africa!

In the previous article we spoke about the role of the nurse as a business unit manager and how influential the Unit Manager and the Team are when it comes to the success of the Hospital as a whole.

In this article we explore that multi-facetted sphere of influence further and focus on the critical success factors in stakeholder intelligence, now known as "PQ" or "political intelligence" and how this impacts the growth, success and sustainability of a ward or Unit.

So not only are you required to have IQ and EQ, you also need to have PQ and this can be developed. All it takes is awareness and practice!

What is PQ?

So let's start taking the steps necessary to develop PQ. Let's discuss the topic right from the start.

Every organisation has customers. We all know that we have external and internal customers. We reflect on them periodically, more especially when there is a complaint or some form of negative feedback, but how often do we consider their intrinsic value; the impact of the relationship on the organisational unit and the extent of the influence of that particular stakeholder on our business operations. Please note that this applies to both the public and the private sectors as well as the NGO sector.

Let's start by asking ourselves some questions, the answers to which are key to becoming politically intelligent.

How can we identify our stakeholders and determine their level of support or influence on our "business"?

We will start by asking the following 15 questions (make sure you write the answers down, as the answers will inform a powerful tool we will use later)

What does my professional brand project about this/ my "business"?

When I take stock of where I am now, what is "great" and what needs improvement?

Moving to your customers, "Who are your stakeholder groups?"

Who are the stakeholders and key contacts?

How will your planned operations affect them?

What do you need from them to achieve your objectives?

What do they need from you?

How might you contribute to their community?

How might you mitigate the adverse impact of your activity?

Who else shares their needs/ objectives?

Who else can they influence?

What can you do to meet their needs?

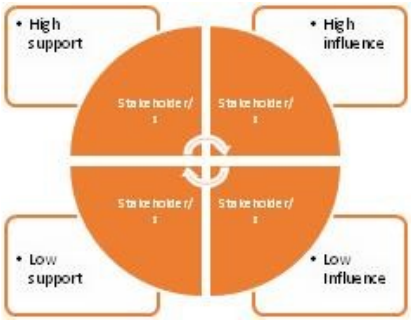
How can you support them?

What can you learn from them?

How can you engage with them productively?

(Source: adapted from Reffo and Wark, 2014: 80)

Using the answers that you have arrived at from the questions above, you can start developing a plan to engage with your stakeholders. A useful tool for developing this plan is what is called a Support and Influence Grid. Reffo and Wark (2014; 81) provide a useful example which you can enlarge for the purpose of this exercise.



The Stakeholder Analysis Grid adapted from Reffo and Wark (2014).

Taking each stakeholder one by one, start to put their name onto the grid in the area which best describes either the importance of their support, or the level of their influence.

How can we identify our stakeholders and determine their level of support or influence on our "business"?

"We cannot care for people at their most vulnerable state without empathy"

Some stakeholders may feature high on both axis, or at opposite ends but their location on the grid will inform how you work with them and the visual display provides clear direction as to how to take your relationship with each stakeholder forward.

Let's work with some examples which are common to healthcare. Let's take a highly skilled specialist as our first example.'

The highly skilled specialist is the only specialist in your city with the particular knowledge. He has admission privileges at all the hospitals, not only the hospital where you run your ward.

What would you do to increase his admissions to your ward and ultimately of course to the hospital?

In this example, the highly skilled specialist falls into the categories of Support and Influence, and ranks high on both. Your plan needs to take this into account and needs to be comprehensive. What are you and your team going to do to make sure that your ward is his ward of choice in town?

In our second example we look at the medical equipment representative who is available to assist in theatre during procedures.

Using the scoring grid we may rate this stakeholder as low on influence but certainly high on support. You need the goodwill and support of this stakeholder in theatre to positively impact on patient outcomes.

So you need to design your strategy to suit this situation. While this plan may be less comprehensive than that designed for the highly skilled specialist doctor, you still need to take many human behavioural factors into consideration.

How can you engage with them productively?

We work in an industry where empathy has purpose. We cannot isolate the human spirit from our work. In your plans you should see the roles of your team in tandem with your own attitude featuring extensively in developing stakeholder strategies.

If up until now you have not had stakeholder strategies, now is the time to construct them and use the exercise to build an inclusive and customer-oriented Team!

Crafting your stakeholder messages

As I said above, our industry is sustained by empathy. We cannot care for people at their most vulnerable state without empathy. This level of understanding and respect should also be afforded our stakeholders. It is a well known fact that if people are happy and fulfilled in their work they produce great quality.

Likewise if a stakeholder is immensely frustrated with the care offering in a ward this has a significant impact on firstly their impression of the ward and secondly on how they approach their dealings with this ward or department or even if they want to use it.

There is a great quote by Simon Sinek which describes this sentiment : "Value is not determined by those who set the price. Value is determined by those who choose to pay it" (Sinek, 2009: 47) and so while you may not think that the activities of your ward can be linked to a price, the experience in itself has value or not.

The famous chef Jamie Oliver is passionate about nutrition and he sells recipe books, has many TV shows and even owns restaurants. He puts forward empathy with purpose during a visit he paid to the United States of America in the following way:

"My name is Jamie Oliver, I am 34 years old... and for the last seven years I've worked tirelessly to save lives in my own way. I'm not a doctor; I'm a chef; I don't have expensive equipment or medicine.

I use information and education. I profoundly believe that the power of food has a primal place in our homes, that it binds us to the best bits of life. We have an awful reality right now. America, you're at the top of your game.

This is one of the most unhealthy countries in the world. Can I please have a show of hands for how many of you have children in this room today? Please put your hands up. Aunties and uncles as well. Most of you. OK.

We the adults of the last four generations, have blessed our children with the destiny of a shorter lifespan than their own parents. Your child will die 10 years younger than you because of the landscape of food that we've built around them. Two-thirds of this room, today, in America, are statistically overweight or obese.

Fact: Diet related disease is the biggest killer in the United States, right now, here today. It's a global problem (Oliver, 2010)."Source: http:ented.babblebuzz.com/tag/Jamie-oliver

In Conclusion

So now you have identified your stakeholders, develop your strategy with your Team and re-design your stakeholder messaging. You will be amazed and delighted at the response and don't be surprised if you gain even more customers as a result of the effort you have put into understanding your stakeholders.

And don't forget to re-visit this exercise regularly, especially when you see the signs of a disgruntled stakeholder. You and your Team will never look back!

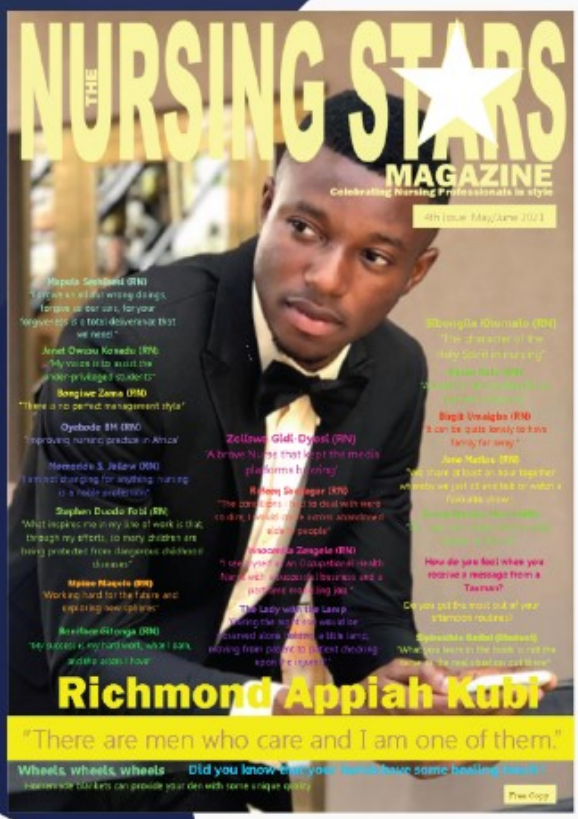
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9 How to invest in property: tips for taking your first step onto the property ladder

Article by https://www.ooba.co.za



Here are some tips for first-time property investors.

1. Location, location, etc

It may be a cliché, but there's no escaping the importance of location. This requires a lot of research on your part.

An estate agent is a vital resource for finding out which areas have the most potential for growth.

2. Get your financial situation in order

You'll want to offload as many debts as you can so they don't weigh you down during the property investment process, whether it be credit card debts, student debts or other loans. This will have the additional benefit of improving your credit record, making it easier to have a bond approved.

If you're still paying off your home loan on your first home, it helps if you've paid off a significant portion of that, although you don't need to have paid off the entire loan.

3. Research property trends

Take the time to understand current trends in the property market. For example, the current property market has been affected by recent interest rate cuts, such that homeowners will save money on their bond repayments, and it will be easier to obtain bond approval from banks.

For buy-to-let investors, it's a perfect situation, as you'll be saving money on your bond repayments while your tenants continue to pay a fixed rental rate.

4. Inspect the property

Ensure the property is in good condition. It's best for a first-time investor to not opt for the strategy of buying a cheap property with poor condition and increasing its value with the help of a "fixer-upper". As your first property investment, you'll want to keep it simple and straightforward and focus on buying a property that will not have repairs and maintenance eating into your budget.

5. Prepare for the responsibilities of being a landlord

Remember that, as a landlord, keeping the property in good condition will be your responsibility, and you have to be prepared to handle problems on behalf of the tenant. Ensure you're ready for the responsibility of running a property, until you get to the point where you can have estate agents act as the buffer between you and the tenant.

6. Keep abreast of new developments

New developments provide great investment opportunities, as they'll be built with current property trends in mind, and the needs of their target market.

Another advantage of new developments is that you don't have to pay transfer costs, as a purchased property will have VAT paid on the purchase price by the developer.

7. Bear in mind tax implications, levies and other costs

Look for costs that are tax deductible when you invest in property. For example, if you're renting out a property, costs incurred in order to generate rental income from the property, such as levies; repair and maintenance costs; and insurance premiums are all tax deductible.

Bear in mind expenses that depend on the type of property you're purchasing. For example, buying a sectional title requires you to pay rates and levies for the maintenance of the communal facilities, while a freehold property does not.

8. Be prepared to put down a deposit

100% home loans may be a good idea for home buyers, but not for property investors. You want to reduce your monthly repayments and interest as much as possible so that you can profit off the rental rate, and putting down a sizable deposit will help you achieve that, so have a down payment prepared.

9. Slow and steady

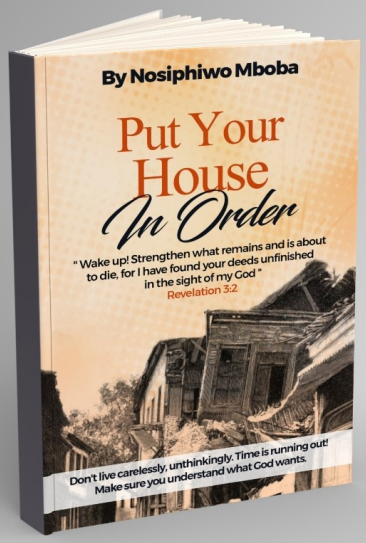
Many approach property investment with dollar signs in their eyes, thinking of those who have become millionaires through successful investments. But a first-time investor should not be overly ambitious. Slow and steady wins the race, so focus first on acquiring a property that will grant you rental income higher than the cost of repaying the bond.

Securing the bond on your investment

It's advised you get prequalified before beginning the search for investments, so you'll have an idea of what you can afford. Furthermore, a home loan comparison service like ooba Home Loans can assist you with the bond by applying to multiple banks on your behalf, increasing your chances of finding a good deal that will maximize your return on your rental income.

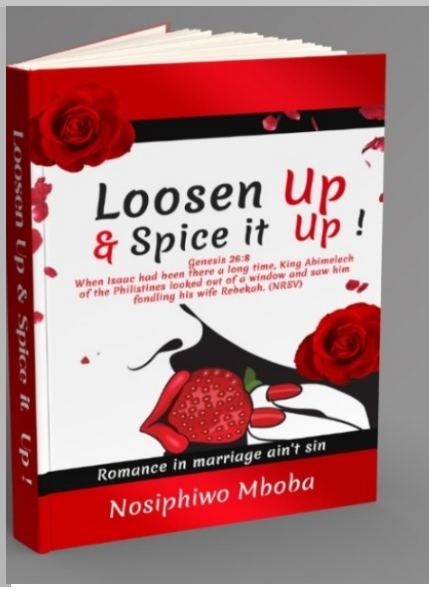
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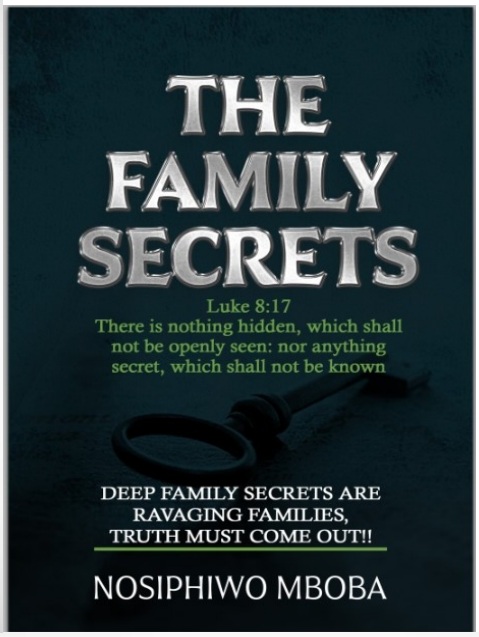


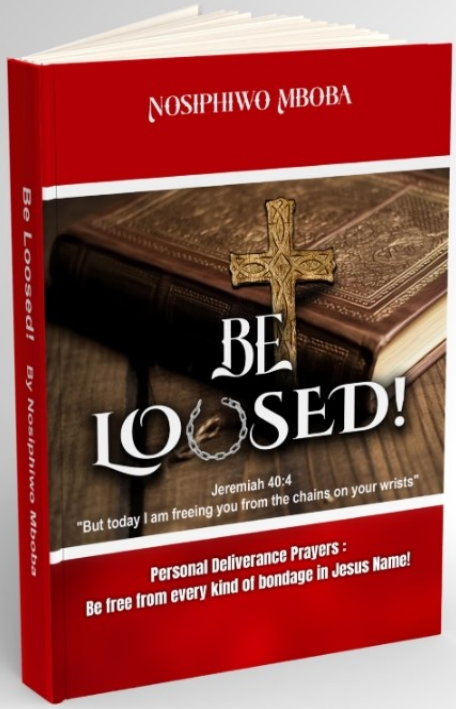
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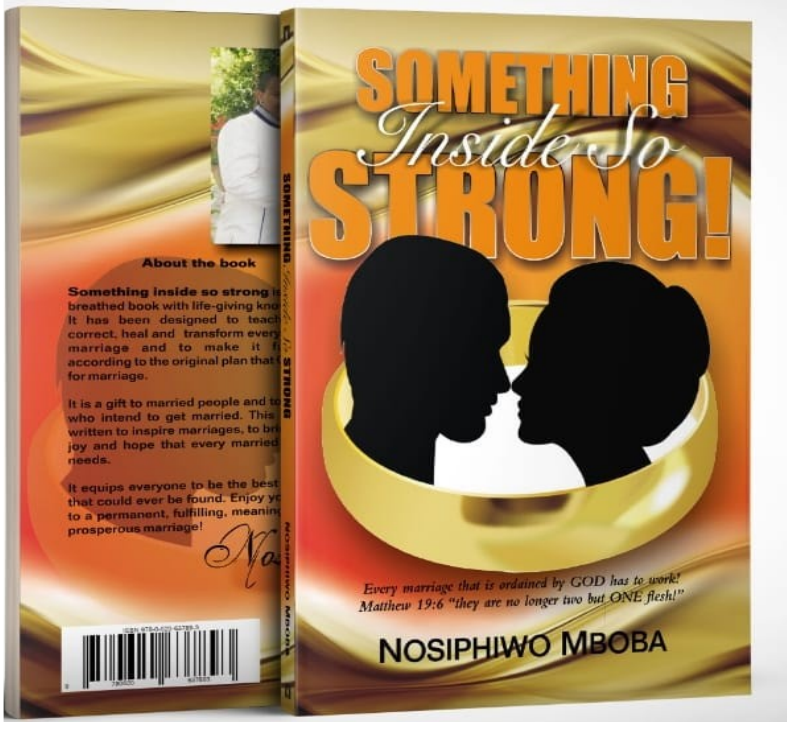














"This is something that comes from within, it is an extension of your heart"

Lizelle Loots

Izelle Loots is the Director: Standards Development and Training at the Office of Health Standards Compliance. She holds a master's degree in health studies (cum laude), a B Cur I ed A degree (cum laude), a 4-year integrated Diploma in Nursing (General, Midwifery, Community, Psychiatric nursing), a post basic Diploma in Nursing Management and has furthered her studies as a Primary Healthcare nurse, post basic Pharmacology and post basic Community Health Nursing.

She is currently enrolled as a PhD student in nursing. She has significant experience in nursing education and has been the former chairperson, vice chairperson, and board member for the Nursing Education Association and Pretoria chapter.

In addition, she is one of the founders and leaders of a movement called The Nursing I mprovement Platform. Izelle is the recipient of three (3) Pacesetters awards for driving excellence, three (3) Edge Runner awards for innovation and change, Night of the Stars award for nursing excellence, the Great 100 nurses award for com-passionate care, the Nursing Education Excellence award and TOP 50 Nurse Heroes in South Africa award (2023).

She has been a presenter and moderator in both national and international nursing conferences. In addition, she is also a reviewer of academic articles in the fields of Nursing Management and Primary Healthcare.

She has been married to Paul for 25 years and has two children Cheré and Luan. She is family orientated and spending time with her family and investing in them brings meaning to her life. Izelle is a pianist and in her free time, she plays for her church band. In addition, she is part of a ministry group that ministers at church conferences. Izelle is an advocate for both patients and nurses in her quest to bring change in the healthcare of South Africa.

Article by Lizelle Loots

Touch your patient's hand, to touch their heart...

Hands symbolize care, compassion, and generosity. Hands are the instruments we use to extend ourselves to the world and people.

When we studied nursing, we were evaluated on a caring attitude whether we inserted an intravenous cannula, did an ECG, or provided health education. This caring attitude included touching your patient, and the way you communicate.

We met the criteria during those assessments, sometimes our actions were real but sometimes pretentious because you had to show your caring attitude or else lose a few marks.

Later in my career, I learned that you can never teach a student to add a comforting touch during a procedure just because your patient is a human being with the need to be comforted, or because you want to show the patient that you are there for them. This is something that comes from within, it is an extension of your heart.

To acknowledge them, for all that is said and for those things unsaid, supporting a dying person, or holding a patient (or family member) who might be going through the worst season of their life.
Let me put it this way:

I have shown compassion in the strangest ways known to men. I have put my head next to a patient on her pillow when holding her hand was just not enough to get her through a painful and distressing moment when facing death or needing the closeness of a person. I did not consider the Infection Prevention and Control principles for the moment.

I have held a scared patient in COVID ICU in my gloved hands, wiping tears from their face. This was the best way to show my compassion to this speechless, ventilated patient who was nursed by staff that communicated through masks, gloves, and other protective gear.
We have, however, lost the gift of touch in our day-to-day care. COVID and the gloved touch were a start to a touchless, barrier-like care.

Our hands are also an extension of our clinical assessment tools. Touching has always provided so much information to the nurse about the life in front of her. A cold, sweaty patient immediately alerted the nurse that the patient might be in shock, sudden pyrexia was a sign of a lingering infection, and a cold limb when the patient's vascular system had been compromised. There is so much in one touch.

Why have we then lost our ability to use this wonderful tool to comfort and assess our patients? Long gone are the days when medical interventions were the only thing that affected a patient's clinical outcome.

Dear nurse, roll up your sleeves. Touch the precious life in front of you. You will touch more than their hand; you will touch their heart. Because this is your privilege to sometimes put your head on the pillow of a dying patient to show them, they are not alone. And sometimes it is the quick assessment through touch that can save a patient's life. And sometimes it is just showing a patient they are not a number.

"Touching has always provided so much information to the nurse about the life in front of her"



"I also pray for guidance for my day"

Quendaline Messelaar (RN)

A Nursepreneur who is determined, humble, patient, open-minded, and versatile



Who is Quendaline Messelaar?
I am a nurse by profession, a nursepreneur who is a founder and the director of Q la linea.

How has your early life been?
I was born and bred in a small town in the Northern Cape. Was raised in a Christian home my dad was a plumber and my mom a pre-school teacher.

Do you have a nickname?
I'm known as Gwen, a lot of people struggled to pronounce my name even today, Gwen is just easier.

Who is your first Love?
God has always been and will always be my first love, for He is love and love originates from Him. From a very young age I have had a special and personal relationship with Him. I lost both my parents shortly following each other just after turning 21, He sustains me, and he keeps on keeping me.

What games did you enjoy the most while growing up?
I think childhood is the greatest fun any child can experience. My friends and I used to play with dolls, not even real dolls mind you, anything you can find even a stone, wrapped in a cloth. We played jumping rope, boys and girls all the same. The one game I enjoyed most is when we stacked up a few tins and then we play in two teams, one team must collect all the tins and stack them whilst the other team must use a tennis ball to hit them and get them out before they succeed.

What do you do first thing in the morning?
I pray, this prayer is devoted to gratitude for being alive and well. I also pray for guidance for my day.

What personal strengths would you like to motivate your admirers with?
Humanity; never be afraid to display kindness and love, being socially intelligent, showing that you are human.

Justice; fairness in the way you conduct business, in how you interact with your team and leading them. I always say that if you give your best, its unfair of anyone to expect more than that from you.

Temperance; self-awareness, humility. Keeping your temperament in check and thinking carefully before you say or do something could avoid a lot of misunderstandings and errors.

Courage; authenticity, perseverance, be stubborn about your goals.

Wisdom; creativity, curiosity, and eagerness to learn, personal development is very important, we have to continuously learn our world is evolving at a neck breaking speed, we have to keep up with new developments.

Who do you spend most of your time with?
My family, I am a very family-oriented person and I make sure that I check in with them daily. It keeps me grounded and I have a sense of belonging in their presence.

Who is your celebrity crush?
Idris Elba

How would someone get your special attention?
Have a sense of humour, is able to talk about multiple subjects, is respectful and affectionate and doesn't have a negative attitude.

What is your favourite dish?
My special recipe is macaroni and cheese

What are your favourite moments?
When its raining outside and I can sit under a blanket reading a book.

What is your favourite car brand?
Porsche

What is your favourite spot?
I love water, I can sit and watch it all day, it is calming. So its either a riverbank or a beach.

What career did you choose and why?
Nursing, I enjoy working with people and impacting their lives positively, I want to make a difference.

What ranks did you go through to be where you are now?
I started my career as a Care worker. I got the opportunity to study as a nurse through Mediclinic and started as a student nurse in 2003, and qualified as an Enrolled nurse in 2005. I worked as an Enrolled Nurse for a few years and did the bridging course to be a registered Nurse in 2012.

After completing my course, I worked in theatre and enjoyed every minute of it. I joined a day hospital group, was promoted to acting and then a hospital manager in just over a year.

I decided to continue my studies and obtained a Bachelor of Arts Nursing, Health Services Management and Nursing Education qualification in 2021. I have since gone into private practice and work as a consultant.

Do you think your career was the best choice and why?
Yes, I do! Nursing has taught me to be strong, courageous, and to chase my goals. I have had the opportunity to work with and learn from amazing nurses. It has taught me discipline, not only in my professional life but also in my personal life.

If you could, what would you change in the world?
The perception of nurses in the world, the support we get and the support we give. I would establish a global network of nurses that portraits the essence of nursing, what nursing is and what it means.

What is this part of your life experience would you alter if you had a chance to?
I would have said to not lose my parents, but even though I miss them, not having them around made me find my place in life so much faster and I am able to hold my own because I was not given a choice.

If you were to write a book about yourself, what would you name it?
'In case you didn't know…'

How do you handle adversity and doubt?
I'm a naturally calm person, so I usually try to reason it out within myself. I pray about it and sleep on it and then it usually looks less daunting the next day.

What are some of the mistakes you wish you could have avoided in life?
I wish I didn't take such a long break from my studies. Once you stop, it becomes difficult to start again, and it took a lot of self-motivation to see it through.

What is the name of your company and what is its specialty?
Q la Linea, it is Italian; meaning Q line, it specializes in health and wellness.

How did you come up with the name of your company?
Q is my first initial and (la Linea) line is my mission for my business. It is a route, a course, or a style of well-ness management.

What made you decide this type of business?
After all my years in nursing, I have found that my aim is to help people live a healthy life, so my business is focussed on wellness. I help people to make healthy lifestyle choices.

How did you know that you had the right idea?
In the past two years I thought a lot about what it is that I want to do next. Even though I love my nursing career, but I wanted something that would be just as fulfilling and with better working hours. Besides, it has to be a choice that enables me to spend more time with my family.

What was your key driving force to become an entrepreneur?
Making a difference, for myself as well as the people around me. Empowering others, working on some-thing I am passionate about.

"When its raining outside and I can sit under a blanket reading a book"

"Stay close to your customers, listen to their feedback, and adapt"



What kind of values exist in your organization?
Client oriented, Integrity, Respect and Authenticity
What is a typical day like at your business office?
It starts with reviewing appointments for the day.
Consultations
Treatments
Follow-up on clients queries.
Where do you see your company in five years?
I see my company expanding its footprint to other provinces.
How many hours do you work, on average, per day?
6-8 hours.
How do you describe your typical day?
My work day starts at 9am; I will see clients for consultation, do assessment, discuss options and then commence on a course of action. Follow up on queries of clients. And then consult with the healthcare providers I work with.
How has your business life affected your family life?
It has impacted it positively. I have more time available as I plan my schedule accordingly.

What motivates you in your entrepreneurial journey?
I'm working on my dreams and my goals, I celebrate every accomplishment. Every box that I tick is like another mountain has moved.

What are your principles?
Produce quality work
Prioritize goals
Communicate effectively

How do you define your success?
Success is an inside job, it simply means achieving what you want, not measured against anyone else's achievements.

Do you believe there is some sort of a pattern or formula to become a successful entrepreneur?
Believe in what you are doing and work hard. There is no formula or pattern.

What is your favourite aspect about being an entrepreneur?
There is more work-life balance.

What has been your most satisfying moment in business?
Having your idea put into action and seeing it work.

What services or products do you offer?
Wellness services.

Did you experience failures? If so, what did you learn from them?
Not yet.

Does technology work for your business and how?
We use digital marketing and we try to save on use of paper mostly, so, technology is important,

Who has been your greatest inspiration?
The prospect of freedom.

What business-related book has inspired you the most? (or, what is your favourite book?)
'Leaders eat last'.

What is your greatest strength?
I am determined, humble, patient, open-minded, and versatile.

What is your greatest weakness?
Tendency to take to much responsibility
Persistent
Multitasking to much

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

Be clear about your ideas' scope and target audience.

Create a business plan;, it is a description of your business goals and how you will reach them.

Do market analysis to identify potential opportunities.

Consider getting a business coach, keep learning and developing yourself.

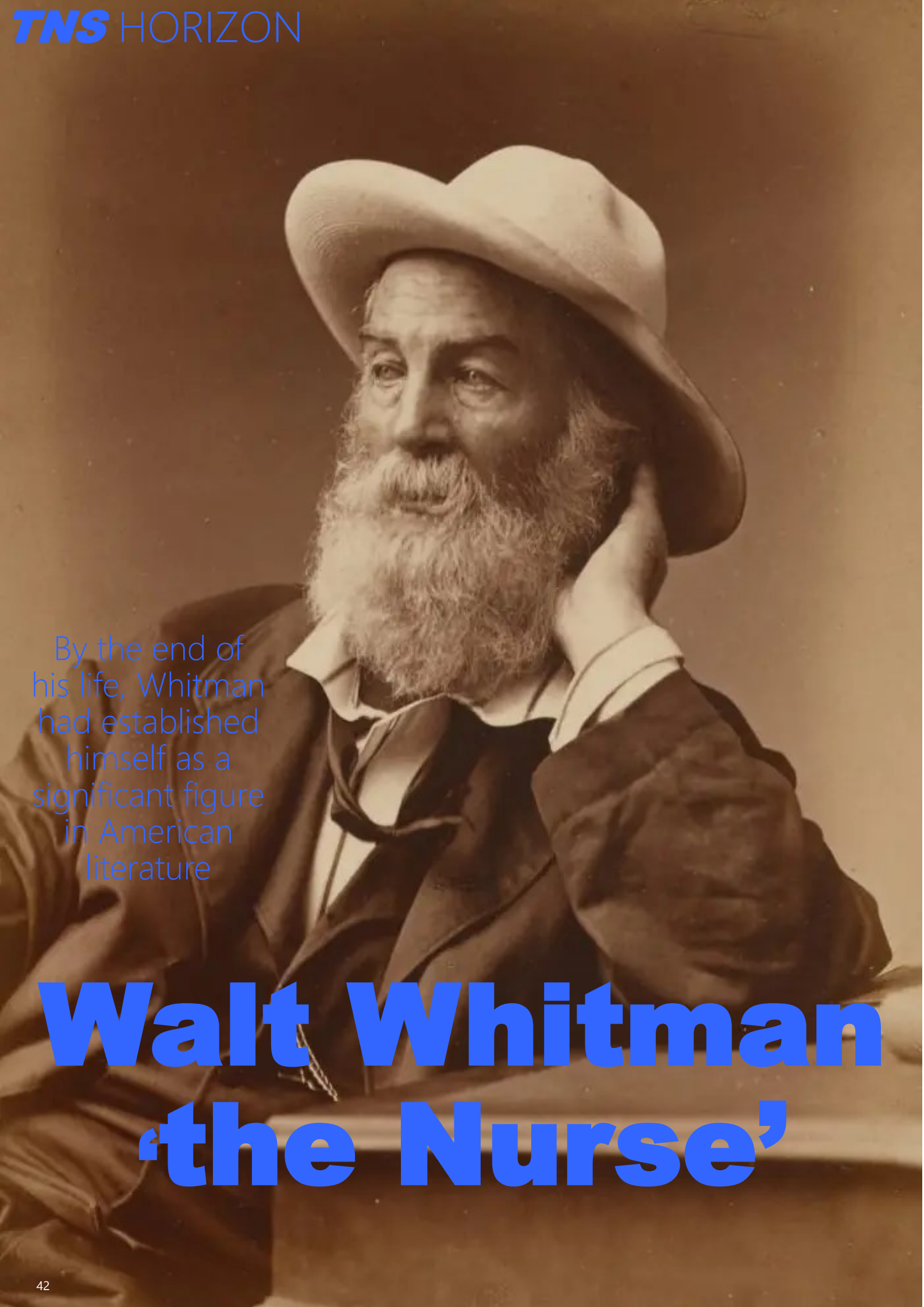
If you had a chance to start your career over again, what would you do differently?
Nothing, I'm happy with how it all panned out and I'm excited about what is to come.

What would you say are the top three skills needed to be a successful nursing leader?
Emotional intelligence; know when to act and how, display kindness, humility and assertiveness.
Communication; listening is equally important as speaking.
Decision making; the gathering of information and assessing of alternative resolutions.

What entrepreneurial tactics have you discovered to keep you focused and productive in your day-to-day busy schedule?
Costumer relations; stay close to your customers, listen to their feedback, and adapt.
Make good contacts.
Respond to change; be flexible.
What is your daily slogan?
"Your success will be determined by your own confidence and fortitude", by Michelle Obama
How do you describe your leadership in one word?
Humility.
What is your advice to the young nurses?
Nursing is a tough profession, enjoy it and learn all you can. Be tough and kind alike. Never be afraid to ask questions and to admit that you do not know something. Set goals and be stubborn about them, never lose sight of why you became a nurse. Be brave, take care of yourself, and stand up for yourself. Be professional.




"Set goals
and be
stubborn
about them"



By the end of his life, Whitman had established himself as a significant figure in American literature

Walt Whitman ‘the Nurse’

Article by historicalsnaps.com

orn on May 31, 1819, in New York, Walt Whitman entered the world as the second of Louisa and Walter Whitman Sr.'s nine children.

The Whitman homestead was often filled with the bustling energy and camaraderie of a large family. But despite the warmth and support of close-knit kin, the weight of financial hardships was ever-present, resulting in Walt leaving school at eleven.

He took up various jobs, from teaching to journalism, which exposed him to the broad spectrum of American life. Walt became a writer best known for his poetry, particularly his collection "Leaves of Grass," which he began writing in the 1850s and continued to revise and expand throughout his life.

His poetry celebrated the beauty and diversity of America and its people, and he explored themes such as nature, love, and democracy. However, his work was also controversial, and some of his poems were banned for their explicit content. Despite the controversy, Walt continued to write and publish throughout his life.

Civil War Years

Walt's involvement in the Civil War began in December 1862 when he travelled to Falmouth, Virginia, in search of his brother George, who was listed as either dead or injured after the Battle of Fredericksburg.

While George had only suffered a minor injury, Walt was deeply affected by the sight of the countless wounded and dying soldiers. He decided to stay in Washington, D.C., to help tend to the injured. Walt, who did not have formal training as a nurse, played an important role as a caregiver and visitor. He comforted the injured and the dying, often reading to them and writing letters for them. His role was as much emotional and spiritual as it was physical.

The war's brutal realities and his close contact with its victims profoundly impacted Walt. He bore witness to the immense suffering and loss, reshaping his understanding of life, death, and the human spirit, that left a lasting impact on his work. His wartime writings are marked by a deep empathy, a recognition of shared humanity, and a sombre reflection on the costs of conflict.

The poet who once celebrated the boundless spirit of individualism came to focus on the collective pain and resilience of a nation torn apart. After President Lincoln's assassination, Walt, who greatly admired the President, wrote one of his most famous works, "O Captain! My Captain!"

Later Years

Walt's later years were plagued by health issues, perhaps stemming from his tireless efforts during the Civil War. Walt suffered a paralytic stroke in 1873 but continued writing and publishing. He settled in Camden, New Jersey, where he became a local fixture, known for his long beard, wide-brimmed hat, and affable nature.

By the end of his life, Whitman had established himself as a significant figure in American literature. His innovative style, radical themes, and deep connection to the human experience left an indelible mark on both his contemporaries and future generations of writers. He passed away on March 26, 1892.

"Walt was deeply affected by the sight of the countless wounded and dying soldiers"



9 HABITS

you must break to become your best self

Tips by Gezane Baloyi (RN)

GZ THINK POSITIVE THE PERSPECTIONIST™

"Half-focusing leads to half-assing"

1. Comparison
Comparison leads to:
Rushed goals
Dissatisfaction with life
Feeling of inadequacy
Comparison will zap the joy out of your life if you let it.
Try this:
Add a simple gratitude practice to your morning/evening routine.

2. Comfort
The comfort zone is where dreams go to die.
You don't need to jump off a cliff, but you do need to push yourself a little closer to the edge.
Try this:
Use the 85% Rule - learning is optimized when we get things right about 85% of the time.

3. Quitting
The only way to guarantee failure is to quit.
Simply staying in the game long enough will put you ahead of most people.
Try this:
Commit to something and give your friend about R1000. If you quit - they get to keep the money.

4. Distraction
Do you distract yourself from real life?
Not including sleep - is there ever a time when you're not watching, listening, or consuming some kind of information?
Try this:
Schedule two 15-minute blocks each day to do NOTHING.
No inputs. No distraction.

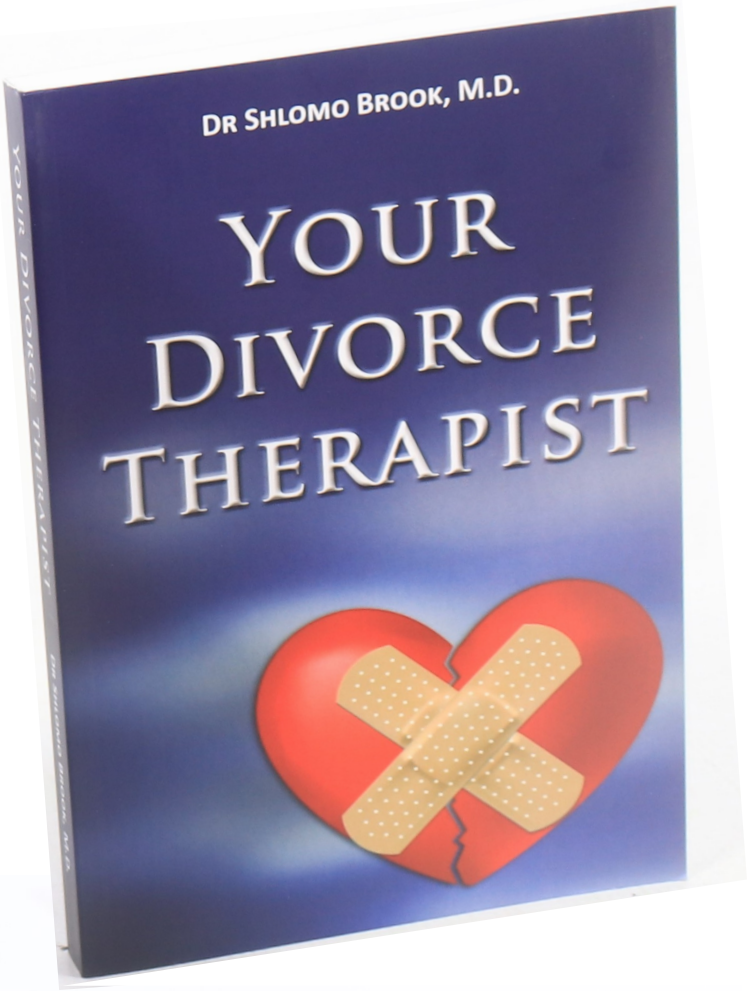
5. Your phone
Phone addiction is real, and dangerous.
Try this:
1. Turn your phone off 1 hour before bed
2. Don't turn it on for 1 hour after you wake.
Your life will transform before your eyes.

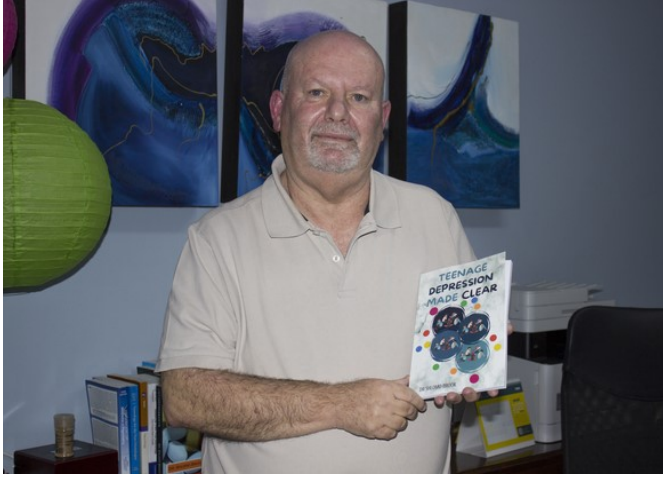
6. Waiting for perfect conditions to start
There's someone out there who's way less qualified than you and is living the life you want.
Simply because they took action.
Try this:
Jeff Bezos' 70% Rule - take action when you have 70% of the information you wish you had.

7. Multitasking
Whether it be writing, reading, or even watching a movie.
Half-focusing leads to half-assing.
Try this:
Commit your full focus to whatever you're doing.

8. Procrastination
Don't lose your life to procrastination.
Try this:
5-Minute Rule - If you're procrastinating on something, just work on it for 5 minutes.
The hardest part of a task is getting over the hump of starting it.

9. Complaining
Complaining may seem harmless.
But over time, it will train your brain to seek out the negative side of everything.
Try this:
Wear a rubber band on your wrist for a week.
Every time you complain-snap it.

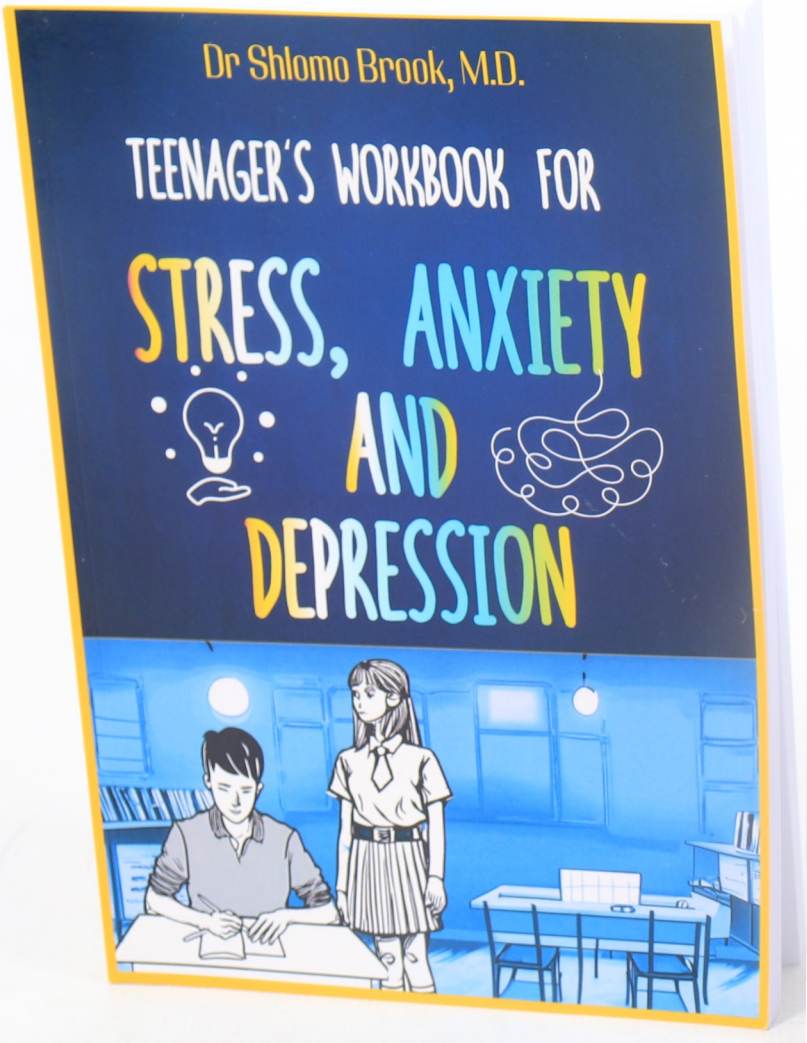


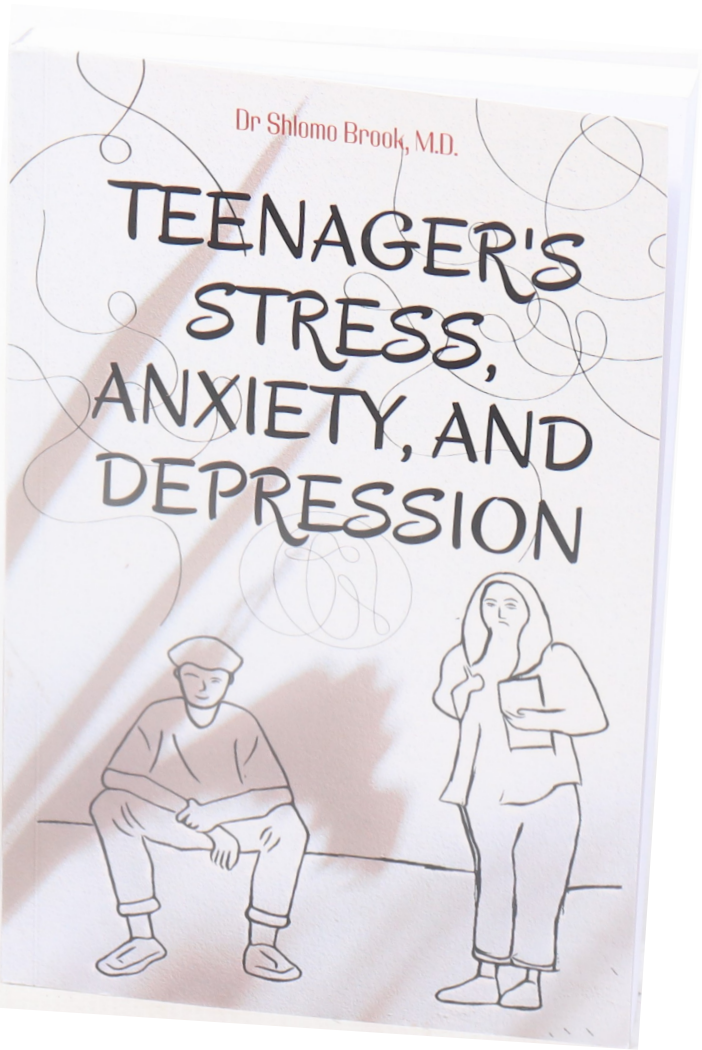


Specialist Psychiatrist Dr Shlomo Brook, M.D

The author of best selling books

His books are now available and can be ordered @ +2711 954 1959







"I miss my brother, niece and nephew back home but thank God for the latest technology nowadays, we always video call each other"

Joyce Shana (RN)

From Bedford, England, the United Kingdom

What is your name?
My name is Joyce Shana
What is your home country?
I was born and raised in Zimbabwe in the city of Harare.
What is your favourite colour?
My favourite colour has always been white because it represents purity.
What book are you currently reading?
Currently I am reading a book called 'Battle of the mind' by Joyce Meyer, it is a powerful and inspirational Christian book.
What is this inner gift you have and have not unleashed it yet?
I am a very compassionate person, I always put myself in the shoes of others; I imagine the way they feel when they are going through a difficult time. I guess this is what gives me some drive to be able to help other people.
Why did you choose nursing?
I chose nursing as a profession because I always felt this was my calling growing up. I am a person who has always found satisfaction in helping other people without expecting anything in return. And, when my grandmother passed away a few years ago, that's when I made up my mind to become a nurse, full time.
What made you decide to go and work in the UK?
I studied my nursing degree in Poland and soon after completing my studies I was offered a full-time job as a Nurse Coordinator, which is why I decided to initially work in Poland. However, currently I am working in the United Kingdom, I needed to explore more.
What do you like the most about the UK?
I love the United Kingdom mainly because of its cultural diversity, it welcomes many foreigners from all over the world. Besides, the English are sociable people who are always willing to go an extra mile when it comes to helping others...
How did you feel when you first touched down the ground of the UK?
I have stayed in several different countries in the past, so when I moved to in the United Kingdom, I settled. It was another adventure with new opportunities. I also met several fellow Zimbabweans who are working as nurses, so this makes life much easier for all of us.
What is your greatest fear?
My greatest fear is failure to achieve my goals and dreams. And I believe that it's never too late to begin a new journey towards one's dreams. This is why I always push myself forward; giving up is not an option.
How does it feel to work away from your home?
Working away from home can be very difficult especially if you are a parent. In my case I am very much privileged to have my husband and children with me here in the UK. However, at times I face some challenges in trying to achieve the work life balance. Even though I am away from home but I am glad to have my family here with me.
Aren't you missing home?
I do...
Who do you miss the most?
I miss my brother, niece and nephew back home. But thank God for the latest technology. Nowadays, we always video call each other from time to time. I also miss some of the traditional dishes from my home country which consist of ingredients that cannot be found here in the UK.
What makes you wake up in the morning?
My kids are my greatest motivators. They are the main reason why I get up early every morning to pursue my dreams so that I can provide a better life for them.
What do you love the most about your job?
It is the fact that I have the opportunity to change peoples' lives every single day. As a nursing coordinator, there is always new changes and research is essential in nursing. I enjoy having the opportunity to learn something new, always. Besides, with the knowledge that I have gained over time I empower those who have chosen the same career path around me. Moreover, I also have the chance to meet people from all walks of life with diverse back-grounds.
What do you do after a day's work?
The first thing I do is pick up the kids from school, get home and prepare a home cooked dinner, which is something I enjoy doing a lot. I then help the kids with their homework and prepare all they need for the next day and I also make sure that I read a book before I go to bed, usually it is my bible.
What are the best places that you visit in the UK?
One of the best places I have visited in the United Kingdom is the Buckingham Palace which is the official Royal Residence of the UK's sovereigns since 1837, and currently it is the administrative headquarters of the Monarch. The Buckingham Palace attracts tourists from all over the world today.
What type of music that keeps you going?
I enjoy listening to gospel music because it uplifts my spirit and provides me with inner peace while strengthening my relationship with God. Christian music encourages me and keeps me motivated, it transforms my attitude and it boosts my confidence.
What have you learnt about the UK?
I have learnt that the UK has produced many notable writers such as William Shakespeare and Charles Dickens. I have also learnt that the British Empire ruled over a quarter of the century.
What is it you are teaching your current colleagues about your home country?
My current colleagues are always fascinated about the African culture, and they always ask a lot of questions. I have prepared some African dishes for them in the past, of which not all but most of them have enjoyed. Some of my work colleagues have visited Southern Africa in the past, and they always say they would love to visit again because of the lovely people, weather and observing wildlife..
What is it that you are teaching your home country colleagues about the UK?
I always teach my colleagues in my home country about the British traditional dishes, mainly the Sunday roast dinner which I really enjoy, as well as the traditional fish and chips. Also that Britain has some of the world's gorgeous country sides.

"I love the United Kingdom mainly because of its cultural diversity, it welcomes many foreigners from all over the world"

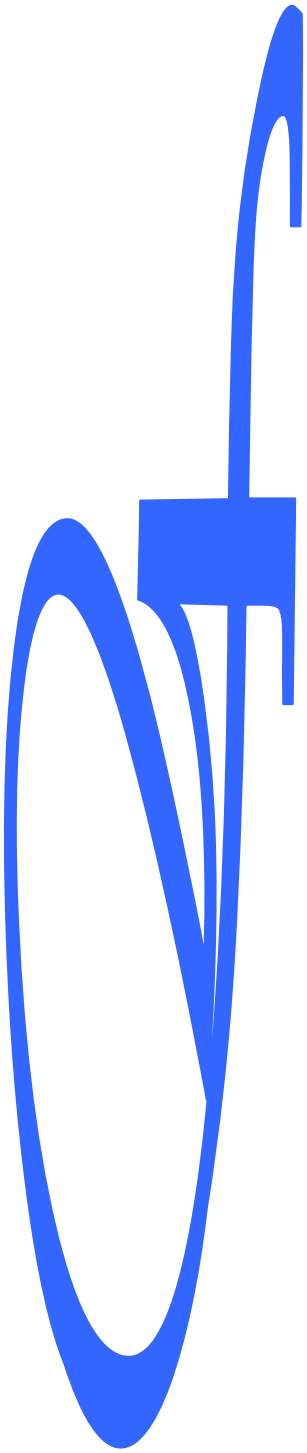
Fatoumata Jallow-Raynor

Towards her greater heights



"The hardest part was to deal with different people from different backgrounds, but I overcame it"





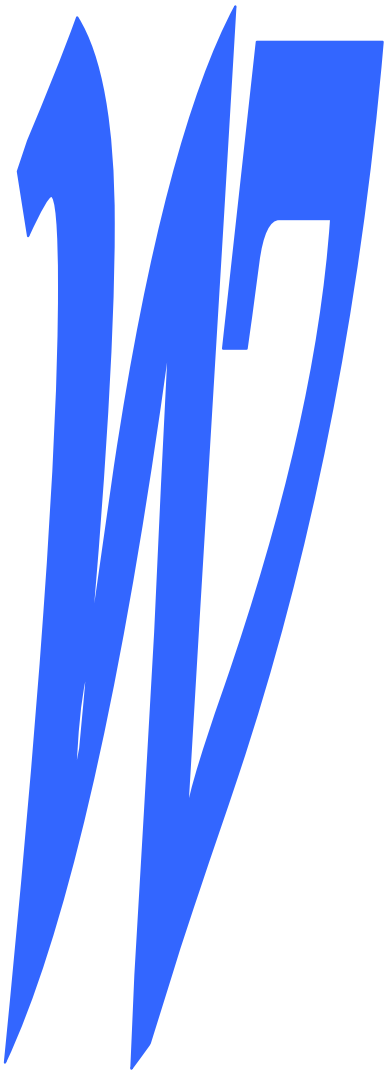
atoumata Jallow-Raynor is a wife, a foodie traveller and an explorer. She is a woman of substance as she highly esteems compassion, integrity, discipline, accountability and honesty.

Ms Jallow-Raynor, originating from the Gambia, is currently heading towards greater heights through the nursing ladder.

She is young, beautiful, smart and she is all about touching lives through her profession, compassion, empathy and care.

"Stay focused and be compassionate"





ho is Fatoumata?
My name is Fatoumata Jallow-Raynor. I am a nurse, a wife, a foodie traveller, and an explorer.
What is your birth month?
I was born in June.
Who is your lifetime friend?
My husband.
Who is your lifetime neighbour?
I don't have any.
Who was your lifetime colleague?
Anne.
What is your soul food?
Jollof rice (the Gambian Jollof).
What is your favourite garment?
Anything Batik (makes me look so Gambian/African)
What do you like the most between sunrise and sunset? Why?
I don't have a preference, it depends on my mood.
What is your best day in a week? And why?
No best day at all. Only when I have a day off.
Who is this person whom you cannot finish a day without having spoken to?
My lovely husband.
What are your values?
Integrity, discipline, accountability and honesty.
What is your favourite spot?
Peduase (Ghana).
Why did you choose nursing?
Because nursing is all about touching lives.
Who was your role model?
My Dad.


"I don't have a preference, it depends on my mood"
Nurses' Dictionary
Handbook for Brunner & Suddarth's Textbook of Medical-Surgical
CLINICAL ETHICS
Carroll Nursing Leadership and Management
Essentials of NURSING RESEARCH
AACN Essentials of Critical Care Nursing
Carpenito-Moyet Nursing Diagnosis
Application to Clinical Practice
Miller's Anesthesia
Pharmacology 2nd edition
Medical Surgical NURSING CARE
Fundamentals of Nursing
Caring and Clinical Judgment
ALEXANDER'S CARE OF THE PATIENT IN SURGERY
ELEVENTH EDITION
Meeker · Rothrock
Brunner & Suddarth's
Textbook of Medical-Surgical Nursing
Eleventh Edition
SMART STUDIO 65

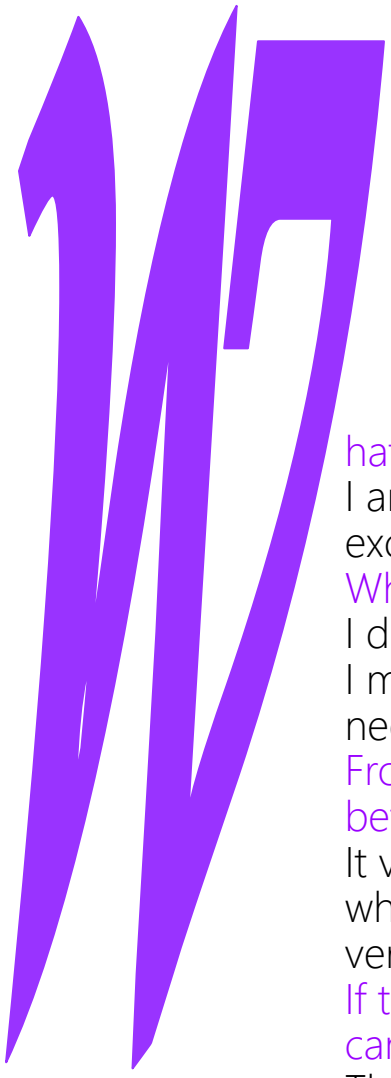
ow were your college days?
It was fun at the same time hectic.
Do you recall any naughtiness?
Not at all. I was all about getting that degree.
What kind of student were you?
A very serious one. I was always on time.
What remarkable lesson did you take with you from the college/university?
Don't wait for the right opportunity, create it!
When was your first day as an employed nurse? And how did you feel?
It was in December of 2014, I was excited and over-whelmed
How old were you when you became a nursing professional?
I was 24 years old.
What is your greatest skill as an RN?
I am competent in my nursing skills.
What is the hardest part about being a passionate community serving RN?
The hardest part was to deal with different people from different backgrounds, but I overcame it
In your current position, what are you passionate about?
I have just started my new position in the United Kingdom. Although it has been challenging however I love the fact that my colleagues are helpful and supportive.

"I am
a nurse,
a wife,
a foodie
traveller,
and
an explorer"



How many ranks have you gone through in your nursing path?
Just two.
What highest rank have you achieved?
Nurse in charge.
How do you handle stressful issues?
I take a '10 minutes' break.
What are your professional values?
Compassion, caring, and empathy.
What kind of leadership do you apply? Bossy or role model?
Role model.
Do you think nursing management is universal? Why?
Of course it is. Most of the health issues are addressed at an international level, through the WHO, operating as a central organ.
What professional goals do you set for yourself or your team?
Effective communication and time management are my day-to-day goals.
Are you achieving them?
Yes!
Would you sometimes be tempted to be a parent to your team?
No! We all bring ideas to the table.
How do you describe your leadership in one word?
Democratic


"We all bring ideas to the table"



hat exceptional role do you play in the nursing sector?
I am detailed-orientated, a quick thinker and I always apply excellent judgment.
What exceptional role do you play in your community?
I did a lot for my Gambia communities. I gave it my all and I made it a point that people got the health care they needed.
From your point of view what relationship is there between the communities and the nursing professionals?
It varies, some communities tend to criticise a health facility while appreciating some individual nursing staff, and vice-versa.
If the relationship (between the two) is not healthy, how can it be remedied?
Through effective communication.
How can trust be established between the two groups?
By working together to achieve a common goal, all the time.
Has nursing changed for the better?
Not really, but we are improving especially in Africa.
Do you see any possibility of nursing businesses being listed at the Stock Exchange?
I have no idea.
What wisdom to apply in making the mixture of several generations in nursing to work in one accord?
By creating a space for the different generations to equally share and merge their ideas, more especially in trying times or in need of a solution.


“I did a lot for my Gambia communities”

How can the young nurses keep rekindling their passion?

By choosing nursing because of the love they have for it and not for anything else.

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

A nursing diploma is fine but I would say one should gain more skills and experience throughout their nursing career.

What is your advice to the nursing leadership?

Nothing much. Do the needful as a leader.

What is your advice to the young nurses?

Stay focused and be compassionate.

What is your advice to the nursing students?

Practise effectively and efficiently.

How do you perceive the future of nursing?

That is a tough one. To be honest let's see how it goes.



"One should gain more skills and experience throughout their nursing career."



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enursingstarsmagazine.co.za

Peanut Butter Ramen Noodles Recipe with Shrimp

fitmencook.com



Ingredients

- 4 tablespoons PB2 powdered peanut butter
- natural peanut butter which will increase the fat calories
- 2 tablespoons low sodium soy sauce
- juice from 1 lime
- 1 tablespoon sesame oil
- 1oz water, add as needed
- 10oz raw jumbo shrimp
- 1 large red bell pepper, sliced
- 1 cup sugar snap peas
- 4oz ramen noodles
- crushed peanuts
- Cilantro fresh lime



Steps

Step 1

Mix together the ingredients for the sauce and set aside. Add water as needed for thinning. It should be thin enough to lightly coat a spoon.

Step 2

Add a tablespoon of the sauce to the shrimp and let it marinate for about 20 minutes.

Note: I am using frozen cooked shrimp. The instructions are the exact same but with a slightly faster cook time for the frozen shrimp.

Step 3

Bring a pot of water to a boil and add noodles. Once cooked to your satisfaction, drain and set aside. Should take no more than 4 minutes.

Step 4

Set a wok or large skillet on medium-high heat. Once hot, spray with oil and add the bell pepper and sugar snap peas. Let the veggies sear untouched for 1 – 2 minutes or until deep sear marks appear. Then add the shrimp and toss everything until the shrimp is cooked through about 6 – 8 minutes

Step 5

Reduce the heat of the skillet to low or remove from the heat if it is too hot. Add the noodles and then pour in the sauce. Toss the noodles with the veggies and shrimp.

Step 6

Serve immediately and enjoy with a side garden salad or slaw.

Gochujang Ramen with Beef Recipe

fitmencook.com





Ingredients

2oz Ramen noodles, dry
brown rice millet noodles
8oz 90% lean ground beef
93% lean ground turkey
2 teaspoons white pepper (optional)
2 green onion stalks, chopped
1 tablespoon Gochujang chili paste
sriracha
1 tablespoon low sodium soy sauce
gluten free tamari
1 tablespoon raw honey
maple or agave
3 garlic cloves, minced
1 tablespoon sesame oil
1 tablespoon rice vinegar
white vinegar
1oz water
2 cups asparagus spears chopped

Steps

Step 1

Boil water, add ramen noodles, and cook until soft, about 4 minutes. Drain and set aside.

Step 2

Mix together ingredients for the sauce and season to taste according to your liking. Set aside. Be mindful of ingredients that are calorie dense like sesame oil and honey, and the paste and soy sauce that are high in sodium.

Step 3

Set a nonstick wok on high heat. Once hot, spray with oil and add the beef. Sprinkle in pepper and add green onion as you chop it up as it cooks, about 3 minutes.

Step 4

Add the asparagus and toss together for 1 minute.

Step 5

Reduce the heat to low or remove from the heat if the wok is too hot. Add the noodles and pour in the sauce. I like to use tongs to fold everything together.

Step 6

Divide into 2 portions for meal prep or dinner, and enjoy this with a leafy green side salad.

Quick Spicy Lamb Meatballs

fitmencook.com





Ingredients

2lb ground lamb
(or protein of choice)
2 teaspoons cumin
2 cloves garlic, minced
1 teaspoon cinnamon
3 tablespoons Harissa
Substitute: 1 tablespoon paprika + 4 tablespoons Sriracha

1/4 cup finely chopped parsley
pinch of sea salt, cracked pepper

Steps

Step 1

Set oven to 420F / 216C or air-fryer to 400F / 204C.

Step 2

Add all ingredients to a mixing bowl.

Gently mix together with your hands, being careful not to overmix so that the meatballs will not be dry and dense.

Step 3

Use an icecream scoop or a spoon to make uniform 1.5-2 inch sized meatballs, like golf balls.

Step 4

Place them in a baking tray or sheet next to each other, not spread out to keep as much juice in the meat as possible.

Step 5

Bake for 13 – 17 minutes, or until the outside has browned and the inside has cooked to your desired level of doneness.

Step 6

Enjoy with your favourite pasta, stuffed in a pita or with some spiced basmati rice.

Spicy Peanut Cucumber Salad

fitmencook.com





Ingredients

- 12 Persian cucumbers, halved and sliced diagonally
  - Sauce
- 5 tablespoons natural peanut butter, no sugar-added & no salt
- 2 tablespoons rice vinegar
- 3 tablespoons low sodium tamari (or soy sauce)
- 1 tablespoon coconut sugar
- *1 tablespoon hot chili oil (optional)*
- *2 tablespoons red pepper flakes (optional)*
- 1 cup loosely torn cilantro (or basil, mint, tarragon or parsley)
  - Garnish
- cilantro or
- crushed roasted peanuts

Steps

Step 1

Add the sliced cucumbers to a colander and sprinkle a pinch or 2 of sea salt on them to expel any excess moisture. Set aside for 10 minutes.

Step 2

In a bowl, mix together the ingredients for the sauce using a fork or a whisk. Mix until smooth.

Step 3

Add the cucumbers to a large mixing bowl then drizzle about 3/4 of the sauce onto the cucumbers, reserving some for garnish. Gently toss the sauce and cucumbers together using your fingers, then sprinkle in the cilantro and gently toss again.

Step 4

Add the cucumbers to a serving bowl or plate, then garnish with lime, more herbs and crushed peanuts!

Step 5

I especially love enjoying this meal with a protein like grilled fish (mahi-mahi), chicken or beef.

Grilled Octopus Couscous Salad

Recipe by Kevin Curry fitmencook.com



Ingredients

2 cups dry white wine (sauvignon blanc)
3 cups water
1 lemon, halved
2 bay leaves
2 wine corks
~1 1/4lb raw octopus, previously frozen and cleaned

2 tablespoons olive oil, divided
Spray avocado or olive oil
pinch of sea salt & pepper
1 tablespoon The Fit Cook SEA seasoning
1 cup cooked pearl couscous
3/4lb (thick) asparagus spears
Juice from 1 lemon

2oz pitted Kalamata olives, halved (OPTIONAL)
2 Roma tomatoes, seeds removed and diced
1 cup freshly chopped parsley, tightly packed
1/3 cup freshly chopped basil
Sea salt & pepper to taste



Recipe by Kevin Curry

Steps

Step 1

To a pot, add water, wine, lemon, bay leaves and wine cork. Bring to a gentle simmer, then add the whole octopus. Simmer for 1 – 1.5 hours. Once the octopus has cooked, transfer the octopus to a bowl to cool down to remove temperature.

Step 2

Cook couscous according to instructions given on the package, then set aside to cool. Even better: place in the fridge to chill.

Step 3

Chop the tentacles from the body of the octopus, discard the rest (unless you'd like to grill the head as well), and place the tentacles in a bowl. Add sea salt & pepper and The Fit Cook Sea seasoning. Rub all over the tentacles and set aside to marinate for a few minutes.

Step 4

Place a griddle, cast iron skillet OR an actual grill on medium high heat. Spray with oil then add asparagus spears to cook for 5 to 7 minutes, or until the colour turns vibrant green and sear marks appear along the edges. Remove from heat, let them cool, then chop into pieces.

Step 5

Add 1 tablespoon avocado oil to the griddle and add the tentacles (or use spray oil to reduce calories). Cook for 4 – 6 minutes, flipping halfway through, until sear marks appear along the tentacles. Once seared, remove from heat, let it cool a bit, then chop into pieces.

Step 6

In a large bowl, add ALL of the ingredients. Toss together and season to taste with sea salt & pepper.

Step 7

For best results, place in the fridge to chill for at least 1 hour (or overnight) and then enjoy!

Chocolate Protein Pancakes Recipe using Casein



lfitmencook.com



Ingredients

1/4 cup oat flour
1 whole egg
1 scoop Transparent Labs chocolate casein protein
Transparent Labs grass-fed whey protein
1/2 tablespoon olive oil
1/2 cup unsweetened almond milk
1 teaspoon baking powder
1/2 tablespoon cacao powder
dark chocolate powder
1/2 tablespoon unsweetened cacao nibs

Steps

Step 1

If you do not have oat flour, add oats to a blender and process until fine like flour.

Step 2

Add all of the ingredients to a bowl and mix until the battery is somewhat chunky AND somewhat runny.

Step 3

Set a nonstick skillet on medium heat. Once hot lightly spray with olive oil or avocado oil. To keep the size of the pancakes uniform, I like to use an ice cream scoop. Add the batter to the skillet, halfway cover and cook for about 2 – 3 minutes per side.

Step 4

Enjoy with your favourite syrup, low-calorie or full-flavored.

Ginger Orange Creamsicle Protein Nice Cream

fitmencook.com



Ingredients

peels from 2 clementine oranges
3 oz (85g) fresh ginger, peeled
5 scoops (~165g) French vanilla isolate whey protein powder
5 frozen clementines, peeled
13.5oz coconut cream can
1/2 cup creamy almond milk
1 tablespoon agave (optional)

Steps

Step 1

Add orange peels and ginger to a food processor or blender and process until finely chopped. Note: if you are not sure if you like ginger, I would add half and then add more if needed for your tastebuds.

Step 2

Add the remaining ingredients to the food processor and process everything together until well-mixed. If needed, add tablespoons of almond milk to assist with blending.

Step 3

Add to a container – I am using disposable cups I found on Amazon – then freeze for at least 4 hours. It is important to freeze longer than other nice creams because oranges are less creamy when blended. The nice cream will be thinner than others.

Step 4

When you're ready to enjoy, you may need to let it rest on the counter for 5 – 10 minutes to loosen a bit. Then scoop and enjoy this bowl of wellness!



Tipsy Mango Cocktail or Mocktail



Ingredients

- 12 oz frozen or fresh mango (340g)
- 4 lemons (192g)
- 4oz tequila (118g)
- Lyre's Agave Blanco Spirit (non-alcoholic)
- 2 tablespoons raw sugar (24g)
- your choice of low carb sweetener
- half of a squeezed lemon
- Tajin (mild or spicy)

Steps

- Step 1
- Tools: blender
- Add all the ingredients to a high-powered blender and process until smooth. If needed add more lemon or water for consistency and flavour.
- Step 2
- Rub a drinking with the leftover lemon around the rim or on one side. Then sprinkle Tajin on it.
- Enjoy!
- This cocktail pairs beautifully with any Mexican-inspired dish, like this Taco Tuesday Burger.

Prosciutto Wrapped Peaches with Mozzarella & Basil





Ingredients

1 large peach
4oz prosciutto slices
8 medium basil leaves
64g mozzarella balls, divided by 8
8 teaspoons balsamic glaze

Steps

Step 1

Slice a peach down the middle and around the pit. Twist the peach to separate it from the inner pit, then remove it. Cut halves into 4 pieces.

Step 2

Grab a 1/2-oz slice of prosciutto and wrap it around the middle of the peach.

Step 3

Add a basil (or mint) leaf and top with an 8g mozzarella ball. Use a long toothpick or a skewer and drive it through to hold it all in place.

Step 4

Drizzle 1 teaspoon of balsamic glaze on top of each one.

If you enjoy prosciutto and want to try a similar recipe wrapping an ingredient, then try this easy prosciutto-wrapped asparagus recipe.


“KFC-Style”
Hi-Protein
Popcorn
Chicken
fitmencook.com
FITMENCOOK



Ingredients

1lb chicken breasts
1 egg
2 egg whites
1.5 scoops unflavored grassfed whey protein powder
Substitute: 3/4 cup fine almond flour however, keep in mind the macronutrients will change.

1.5 cup wheat panko crumbs
Substitute: wheat bread crumbs, or my favorite, toasted Ezekiel bread that has been pulverized in a blender.

3 tablespoons sriracha sauce
1/2 tablespoons garlic, minced
pinch of sea salt & pepper

Steps

Step 1

Set oven to 420F / 216C.

Step 2

Chop chicken breasts into small pieces, about the size of your thumb. Remember, that the smaller you cut the chicken breast pieces the more panko crumbs you may need to cover the pieces.

Step 3

Season the chicken pieces with garlic, sea salt and pepper.

Step 4

Beat the eggs and sriracha in a bowl and set aside.

Step 5

In two separate bowls, add Quest Nutrition protein powder to one bowl and wheat panko crumbs to the other.

Step 6

Cover the chicken pieces in the protein powder mix and then dip the piece in the egg mixture. Finally, lightly coat the chicken piece in wheat panko crumbs. Place the chicken pieces on a baking rack or baking sheet. Repeat until all of the chicken pieces have been covered.

Step 7

Bake in the oven for 15 minutes.

Step 8

Allow them to cool slightly before enjoying!

What it means to practice self-care through food



Article By foodconfidence.com

By healthy eating, I don't just mean filling your plate with lots of colourful veggies, whole grains, and leafy greens. I'm also talking about how you eat: are you chewing your food enough? Are you focused on what you're eating as you eat it, or are you scrolling through Instagram or watching Netflix? Are you eating with joy and treating yourself with love and kindness rather than criticizing yourself for eating foods you "shouldn't" be eating?

To truly nourish your body, mind, and spirit through the food you eat, I encourage you to practice mindful eating: a judgment-free mindfulness technique that involves five basic principles: Thoroughly chewing your food to improve digestion, engage the senses, and reduce energy intake.

Assessing hunger and fullness to determine when it's best for you to start and stop eating. Reducing portion sizes and using smaller dishes to prevent overeating. Eliminating distractions at mealtimes to better control food intake and focus on how food makes you feel.

Appreciating the food you're eating without judgment, and savouring its appearance, smell, taste, and texture. By incorporating these five mindful eating principles into your mealtimes even if you're mindful for just one meal a day you'll likely eat less, maintain a healthy weight, and experience more satisfaction from the foods you eat. And by listening to your body, mindful eating can help you to make better food choices in the future, too. www.foodconfidence.com

Nursing Self-Care to Strengthen Emotional



"Identifying emotional triggers and taking action to prevent becoming emotionally overwhelmed"

Emotional well-being is an important component of mental health. The National Institutes of Health (NIH) describes emotional wellness as the ability to handle stress and adapt to difficulties.

Examples of self-care strategies for nurses to improve their emotional well-being include:
Identifying emotional triggers and taking action to prevent becoming emotionally overwhelmed
Giving themselves permission to feel their emotions but also making an effort to express their emotions in a safe way by, for example, talking with co-workers

Seeking training in mindfulness and practicing mindfulness techniques such as meditation
Practicing mind-body intervention techniques such as yoga, tai chi, or aromatherapy

After an emotion-filled workday, sometimes nurses experience difficulty shifting from "work mode" to their personal lives. It can be challenging for nurses to avoid taking their emotions home with them. The Cleveland Clinic recommends that nurses take certain actions after a shift to help them leave their emotions at work.

Those actions include:
Reviewing the workday, acknowledging the events that occurred, and intentionally deciding to release further thoughts about those events

Reflecting on anything positive that happened during a shift
Considering how to support and receive support from nursing colleagues
Turning thoughts to home and deliberately shifting the focus to personal life...

https://online.utulsa.edu/blog/self-care-for-nurses/



Lynel Maluleke (RN)

Lynel Hlawuleko Maluleke is one of the shining stars with beauty that cannot be ignored. She is very articulate in portraying her 'Me Time' through her photos. She knows how best to chillax her temple.....

My name is Lynel Hlawuleko Maluleke, I am from the Limpopo Province, South Africa and I am a Neonatal Professional Nurse. I love my profession; it means a lot to me. What I appreciate the most about nursing is that even though, generally, it is a demanding service, however, in the midst it gives me enough time to rest in between the shifts.

Well, normally I do get four to five days off. Hence, I ensure that I split those days to spend them wisely and calculatedly. Obviously, on the first day I try to ground myself again so I may rejuvenate my whole being. And then, on the second day I wash my laundry and clean my car. Even though it is against my leisure time policy, however I spend some time doing some spring cleaning.

Frankly speaking, I do all these in preparation for the next shift. Thus, when I have washed, ironed, organized and packed my laundry, I know I have two to three days to myself to do whatever I want and I rest. And this is when my 'Me Time' begins. Well, to me the best relaxation requires flexibility and creativity...I am flexible and I am creative in that regard.

"ehhm.. I like hair and nails, so you will find me styling my hair or my weaves, and doing my nails, you know, a 'Girl Therapy' type of a thing"





do take resting seriously; I take it as leisure, I chillax, chillax and chillax. When I am indoors by myself, you know, I rest. I make sure that I am well rested, I journal, I read, I watch TV and Social Media, ehhm.. I like hair and nails, so you will find me styling my hair or my weaves, and doing my nails, you know, a 'Girl Therapy' type of a thing. And that's what I do...

But then if I made plans with my friends, like to go out and have fun, I do my best. Firstly, I am not selective with fun, you know... But if it's my time, and I have done my shifts, did all my domestic chores, did Girl Therapy, and have well rested, and then that is where we meet up with my friends, and we go out to get some fresh air.

I like restaurants, I like fancy restaurants, I like dressing up and go to restaurants. I spoil myself with that, you know. So, it depends on how much I have, and what type of fun I want to have. For instance, breakfast, lunch, branch, dinner, late dinner, partying, drinking a lot, I do it all. As long as it is my time to have fun, I do all types of fun. And then I also go see my family as well."

"I like dressing up and go to restaurants"



21 Benefits of relaxation

"Reduces anger and frustration"



"Helps to relieve chronic and severe pain"

1. Decreases the activity of the sympathetic nervous system
2. Helps asthmatics to widen their restricted respiratory passages and breath normally
3. It might help reduce the need of insulin in some cases of diabetics
4. Increases the levels of helper cells (cells that defend you against infectious diseases)
5. May help people to be less susceptible to viruses
6. Lowers blood pressure and cholesterol
7. Lessens the severity of angina attacks
8. Helps to relieve chronic and severe pain.
9. Alleviates backache, chronic migraines or tension headaches
10. Slows heart rate
11. Slows your breathing rate
12. Improves digestion
13. Keeps your sugar blood levels normal
14. Reduces stress hormones
15. Increasing blood flow to major muscles
16. Reduces muscle tension
17. Improves your concentration and mood
18. Improves sleep quality
19. Lowers fatigue
20. Reduces anger and frustration
21. Boosts confidence to handle problems

www.pereaclinic.com and www.mayoclinic.org



"I am so grateful to God for getting me this far"

Samantha Sosora (RN)

The journey was not easy

My name is Samantha Sosora, I am a 25 years old raised by a single mother who is a domestic worker. My journey at the Nelson Mandela University began in 2017 where I got accepted for a BCur Extended Programme.

I remember how my Mom and I had no idea how we were going to finance this degree but by the grace of God we had faith. Being an international student meant that we had to pay full school fees upfront prior the registration.

In 2017, before I could be registered, I remember that, me an my Mom, we went to the international student offices to plead with the finance lady to allow me to pay in instalments as I couldn't afford the year's full school fees upfront. Normally, they do not let the first year international students to pay in instalments but after hearing our plea, the lady gave us an approval to pay in instalments. And that is how we managed to pay for the first year and I started my degree.

Throughout my course of studying I was working as a part time waitress during the semester and full time waitress during holidays. I juggled in between academics, practical hours and waitressing. The journey was not easy, but I had to keep going. At times I would be studying for a test during my waitressing shifts. I was fortunate enough to work at a restaurant that understood my school schedule and they would accommodate me wherever possible with shifts.

In 2018 we went back to apply for paying in instalments and the lady was very pleased by my results. Hence, she granted us another opportunity once again, to pay in instalments. This helped us a lot because it gave us time to save.

In 2019 we faced various challenges; my Mom was back home taking care of my sick granny at the time and she called me and said go and see this lady, I think she might be able to help. I went to that lady with hope but little did I know that I would come back from that meeting shattered and hopeless.

The lady advised me to drop out for a while and find some employment to save up and return back to school when I have funds. The thought of dropping out halfway through after all that hard work broke my heart. I called my Mom and told her what happened and she reassured me that God will make a way and that I don't need to drop out.

She was so calm but personally I felt as if my world was coming to an end. In the midst, my Mom lost her mother (my grandmother) and shortly after she lost her job. Thus, my dream to graduate started becoming blurry. But this God who doesn't sleep nor slumber knew the plan that he has for me, (Jeremiah 29:11). God kept me going!

At some stage my Mom got a temporary job and that's how we met her current boss who helped me to create a funding campaign. We started a 'Go Get' funding campaign towards the end of the year 2019. And it reached many people including one Good Samaritan who anonymously donated R20 000. I saw God's hand that year. Moreover, early in 2020 the university awarded me an academic merit award which was a certain amount of money that gets deducted from one's school fees, and before I knew it my 2020 tuition was fully paid.

I am so grateful to God for getting me this far. To everyone who helped me throughout this journey, this one is for you. To Bev at the International student offices, at the beginning of every academic year you listened to me and my Mom when we begged to pay for my school fees in instalments. And every year you granted us the opportunity even though it was impossible for an international student to register without paying the full amount upfront.

To each and everyone who has contributed in paying for my education. This is for you;

To my Mom, you never got tired and weary of begging and working hard to pay for my school fees, you prayed for me, you strengthened me, you had hope and a vision even though others did not believe in it. Thank you for not giving up, it is because of you that I made it this far, no amount of words can describe how grateful I am to you.

I dedicate this degree to my Mom and to each and everyone out there who thinks there's no way out, I want them to know that the plans that God has ordained upon your life will come to fruition no matter how difficult the road may seem. Keep going, you've got this. Today I stand as a BCur Honors Degree-Cum Laude Holder and words are not enough to express my gratitude."

"Throughout my course of studying I was working as a part time waitress during the semester and full time waitress during holidays"

Leonard Otieno (RN)



"A perfect leader is an effective communicator, able to listen actively and convey ideas and expectations clearly and persuasively."

Briefly explain the spheres in which you are playing a leadership role.
In the Let's Talk Nursing Forum, I'm playing a leadership role in several spheres related to nursing and healthcare. These spheres include:

1. Professional Development: I'm involved in guiding and facilitating discussions on topics related to professional growth, career advancement, and skill development for nursing professionals.
2. Education and Training: I contribute to the forum by providing insights and guidance on educational opportunities, training programs, and best practices for continuous learning in the nursing field.
3. Best Practices and Quality Improvement: I help foster conversations about best practices in nursing, patient care, and quality improvement initiatives within healthcare settings.
4. Mentorship and Support: I actively participate in providing mentorship, guidance, and support to fellow nurses, especially those in need of advice on various aspects of their nursing careers.

These are some of the key areas in which I play a leadership role in the Let's Talk Nursing Forum, contributing to the development and enrichment of the nursing community.

In the spheres of nursing professional development, education and training, best practices and quality improvement, and mentorship and support, effective leadership involves providing guidance, support, and resources to help nurses and other healthcare professionals excel in their roles. Here's how leadership can be provided in each of these areas:

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

1. Nursing Professional Development:
Create a culture of continuous learning and professional growth within the nursing staff.
- Support the development of individualized development plans for nurses based on their career goals and performance evaluations.
- Foster a supportive environment that encourages nurses to pursue advanced certifications and higher education.
- Provide access to resources such as workshops, conferences, and online learning opportunities to support ongoing professional development.

2. Education and Training:
- Develop and implement comprehensive orientation programs for new nursing staff to ensure a smooth transition into their roles.
- Regularly assess the educational needs of the nursing staff and coordinate relevant training programs. We do these through polls and questionnaires.
- Encourage the adoption of innovative teaching methods and technologies to enhance the effectiveness of education and training initiatives.

"Effective leadership involves providing guidance, support, and resources to help nurses and other healthcare professionals excel in their roles"

- Collaborate with academic institutions to provide opportunities for continuing education and academic advancement for nursing staff. We have trained over 100 nurses.

3. Best Practices and Quality Improvement:
- Establish and communicate clear standards for nursing practice based on evidence-based best practices.
- Implement systems for monitoring and evaluating the quality of nursing care, and provide feedback to staff for continuous improvement.
- Encourage and support participation in quality improvement projects and initiatives aimed at enhancing patient care outcomes.
- Foster a culture of accountability and continuous quality improvement through regular performance reviews and feedback mechanisms.

4. Mentorship and Support:
- Facilitate the establishment of mentorship programs to pair experienced nurses with newer staff members.
- Provide opportunities for nurses to participate in leadership development programs and mentorship relationships.
- Create a supportive environment where nurses feel comfortable seeking guidance and support from their peers and leaders.
- Recognize and reward nurses who actively engage in mentorship and support activities.

Overall, effective leadership in these areas involves fostering a culture of continuous learning, professional excellence, and quality care, while providing the necessary resources and support for nurses to thrive in their roles.

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

In a nursing forum like Let's Talk Nursing, the wellness unit would typically play a crucial role in promoting the well-being of nurses. The wellness unit would focus on strategies and initiatives to support the physical, mental, and emotional health of nurses, recognizing the unique challenges and stressors they face in their profession.

This could include providing resources and information on self-care, stress management, healthy lifestyle choices, mental health support, and other topics relevant to the overall wellness of nurses. The wellness unit might also organize activities such as wellness workshops, fitness classes, mindfulness sessions, and health screenings to encourage nurses to prioritize their own well-being.

Additionally, the unit could act as a support system for nurses who may be struggling with burnout, compassion fatigue, or other work-related challenges, providing a safe space for open discussions and seeking help when needed.

Overall, the wellness unit in Let's Talk Nursing Forum would be dedicated to nurturing a culture of wellness within the nursing community, recognizing that when nurses are healthy and well-supported, they are better able to provide quality care to their patients.

How did your schooling define leadership?

In my school, leadership was defined as the ability to inspire, guide, and motivate others to work towards a common goal, emphasizing qualities such as effective communication, decision-making, and collaboration. Leadership skills are seen as valuable for personal and professional development.

What is your personal understanding about leadership?

Leadership is the ability to influence, inspire, and guide others toward a shared goal, often through effective communication, empathy, decision-making, and strategic thinking. Leadership is also about setting a positive example and empowering others to reach their full potential.

From your explanation, what is your definition of perfect leadership?

A perfect leadership is a subjective concept that can vary depending on the context and the individuals involved. However, in general, perfect leadership is often characterized by a combination of qualities and behaviours that inspire and guide a group of people toward a common goal. Some key elements of perfect leadership may include:

1. Vision: A perfect leader has a clear and compelling vision for the future and can communicate this vision in a way that inspires others to follow.
2. Integrity: A perfect leader acts with honesty, transparency, and ethical behaviour, earning the trust and respect of their team members.
3. Empathy: A perfect leader understands and empathizes with the needs, concerns, and feelings of those they lead, fostering a supportive and inclusive environment.
4. Communication: A perfect leader is an effective communicator, able to listen actively and convey ideas and expectations clearly and persuasively.
5. Decision-making: A perfect leader demonstrates sound judgment and decisiveness, making informed decisions for the benefit of the team or organization.
6. Adaptability: A perfect leader is open to new ideas, flexible in their approach, and able to navigate change and uncertainty with resilience.
7. Empowerment: A perfect leader empowers and develops their team members, fostering a culture of collaboration, trust, and accountability.
8. Results-oriented: A perfect leader is focused on achieving meaningful results, setting high standards and motivating others to reach their full potential.

It's important to note that no leader is perfect, and effective leadership is often a continuous journey of growth and improvement.

Different leadership styles and approaches can be effective in different situations, and the concept of perfect leadership may vary based on the needs and dynamics of a specific team or organization.

What is a required balanced leadership?

Balanced leadership refers to the ability to effectively manage competing priorities and perspectives in a way that promotes harmony, productivity, and well-being within a team or organization. A balanced leader seeks to integrate various elements of leadership, management, and personal well-being to create a cohesive and sustainable approach to leading others. Here are some key aspects of balanced leadership:

1. Vision and execution: Balanced leadership involves setting a compelling vision for the future while also ensuring that practical plans and actions are in place to achieve that vision. It requires the ability to think strategically while also being detail-oriented and focused on implementation.
2. Empowerment and accountability: Balanced leaders empower their team members by providing them with the autonomy and resources they need to succeed, while also holding them accountable for their actions and results. This balance fosters a sense of ownership and responsibility within the team.
3. Flexibility and stability: Balanced leaders can adapt to changing circumstances and embrace innovation and creativity, while also providing stability and consistency in their approach to managing the team and organization.
4. People and task orientation: Balanced leaders understand the importance of both achieving results and nurturing positive relationships within the team. They prioritize both the well-being of their team members and the successful completion of tasks and projects.
5. Confidence and humility: Balanced leaders are confident in their abilities and decisions, while also remaining humble and open to feedback and new ideas. They exhibit self-assuredness without arrogance, and they are willing to admit when they don't have all the answers.
6. Long-term and short-term focus: Balanced leaders consider both the immediate needs of the team and the long-term strategic goals of the organization. They make decisions that benefit the team in the short term while also aligning with the organization's overall vision and mission.
7. Personal and professional well-being: Balanced leaders prioritize their own well-being and personal development, recognizing that their own physical, emotional, and mental health directly impact their ability to lead effectively. By maintaining a balance among these various aspects, leaders can create a healthy and sustainable work environment that promotes both individual and organizational success.

"A manager needs to have exceptional communication skills"



Sibongile Sibeko (RN)

‘A transformational manager’

What is your position?
I am a Unit Manager in the Maternity department.
Name a few of your responsibilities.
I enforce health and safety regulations in the department, resolving staff issues and staff shortage by planning daily, and ensuring effective patient care according to good practice.
In combination of your schooling and your current position, what is management?
Management to me is the ability to make both the staff and management to see things in the same light. Taking the organisation strategy and making sure that the staff understands what it means for them, the organisation, and our clients. Management is leading by example, getting your hands dirty from time to time. Understanding that every individual is unique hence it requires a unique way of dealing with each staff member. In management there is no one size fits all. Management is all about being a team player.
Do you have a mentor? Who is it?
Unfortunately, I don’t have a specific individual that I can call my Mentor. I look up to different people that I have come across throughout my career.
What is the greatest challenge you have faced on your job? How did you overcome it?
When I started in this current position, I was truly challenged by people who felt I don’t deserve the position. My then Boss was always on my case regarding how I manage the department, she didn’t fully agree with my style of management (democratic), she wanted an Autocratic leader. I had to work harder than any of my colleagues, but I am happy that she eventually saw the person that I am, and the fact that we are not the same. What works for her may not necessarily work for my team.
What do you personally enjoy the most about being a unit manager?
I love the feedback we receive from our happy clients. Bringing life into this world, it’s like seeing God himself. I love the joy I see in the faces of our clients when they leave the department with their bundle of joy. I love it when I see my team going over and beyond their scope. My team is caring.
How is your relationship with your colleagues and the team that you are leading?
Wow, I have the best team any manager can ask for. I am not just saying that; they are very supportive, even amongst each other. I am truly blessed! They make coming to work easy, and my job smooth. We spend most of our time at work, but I don’t really feel like that because of my Team. My Colleagues are supportive, I know I can ask of them anything, and they will assist. We have been through a lot with them. We lost a few of our colleagues and that makes us stronger and closer.
How would you define your management style?
I am a democratic leader; I believe in teamwork. I want my team to feel part of the decisions we take in our department. Everyone must participate in reaching our departmental goals. I appreciate it when I receive inputs from my team.
What do you need to improve on to get to the next level?
I was recently advised to improve on my administrative skill. I am currently in a journey of perfecting that area. Personally, I am slowly improving on asking for help when I need it; I am now able to express my vulnerability.
What is the best way that health institutions can use to get or give feedback or to get ideas from their clients?
I feel that communication should start when the client is still with us in the department. Daily visits by the manager ought to include enquiring from or about the state of the client, giving or getting feedback if its due and or get ideas on how to improve quality care. We can also send survey to clients, post discharge, to get feedback on our service as a health establishment. The manager can also do a follow up call to the 10% of the clients that were admitted in that month. There is a lot we can do to make our health care facilities better every day.
What kind of skills and training should the nursing management hopefuls seek out?
Besides a management qualification, I think we can all benefit if managers have emotional intelligence skill. Being able to relate well with other’s shortcomings, cultural differences and unfairness can go a long way in building a hopeful manager. Leadership training can also be beneficial; not everyone is a born a leader, others can be trained.
What career achievements are you most proud of?
I am currently running free Antenatal classes which assist pregnant women through the journey of motherhood. I started the classes from scratch, with only my knowledge, it was not easy but now I can see the fruits of my labour. There is still a lot of work to be done in our industry but bit by bit we will conquer. It takes one person; I’m glad I am that person.
What are your personal career goals?
I want to run my own clinic catering for pregnant women. I want also to focus on the aesthetic side of the business; selfcare is important. I believe in the saying ‘your health is your wealth’. I want my clients to go from doubt to loving themselves from the inside out.
What daily performance goals are you setting for yourself?
Personal goals
Read at least 1 chapter of the book; I am reading one at the time; I am currently more focused on financial literacy. I am challenging myself to know more about finances by mid-year. I do daily bible reading and affirmations. I am more focused on self-improvement. It’s a daunting journey, but I know that in the end it will be worth it.
Workplace goals
Strive to do better than yesterday. During client’s feedback, I plan on how to make the department better. Strive to turn the negatives into positives. Daily, I try to find an area where I can improve on my work, be it a new computer programme or a new policy. Identifying a staff member who is exceptional in her work and offer recognition.

> “Management to me is the ability to make both the staff and management to see things in the same light”

What is the most required characteristic from a unit manager?
A manager needs to have exceptional communication skills. The different characters that are under one’s supervision require one to become a great communicator. Be willing to develop your staff and equip them with knowledge so they may better their job. Be selfless and genuine about people you manage and about the job that you do. Be always motivated, or strive to be; you cannot pour from an empty cup. Your staff will need to draw from you from time to time. Have self-confidence, a lot of things will challenge you in this position but if you believe in yourself, you will be true to yourself.
Indicate your management style in one word.
Transformational
What is a required management style?
For me it’s a combination of Transformational and Delegative. I don’t fully agree with using only one style as different situations require different approaches. The two styles work together well if utilised correctly. Versatility is the name of the game. If staff is not delegated, they tend to slack off.
Who are you mentoring currently?
Sr Takhona Mkhathswa, she is the Midwife that I am mentoring currently. She started with us 2 years ago, she is a hard worker and very dedicated. She tends to be too soft at times, but I know with time she will make the best manager.
What would you expect from them when they reach the management level?
To understand what it means to be a manager. For her to develop her own management style, she needs to understand that she might lose friends and it can be lonely in the office. I wish she could just enjoy the journey.
What advice would you give to the nursing management hopefuls?
Management is wonderful yet challenging. For those who are lucky to be mentored, they might find it much easier to make the switch. You need to trust yourself enough; not to be scared to make those difficult decisions. Put God first in all your ways. You will lose friends. You need to be firm but fair. Most of all HAVE FUN!

Welcome Mokibelo Mphaho (RN)

"My vision is to establish and run my own clinic, where I can provide exceptional care to my patients."

What is your greatest purpose for your nursing career?
To positively impact patient's lives and help them change their negative perception that they have about nurses in general.

What is your vision about your career?
My vision is to establish and run my own clinic, where I can provide exceptional care to my patients.

Where do you visualise yourself in the next three years?
I see myself with a strong academic background and an ample medical experience. Hence, by that time I will be confident and well prepared to take on leadership roles and establish my own clinic.

What is your optimism about the future of nursing?
The Nursing field offers a range of different paths and specializations. So, exploring different avenues within our nursing field can lead to diverse and fulfilling experiences.

How do you deal with issues that scare you?
I stay calm, because of the risk taker that I am, I see it as an opportunity to learn, should it arise again I will be able to tackle it much better.

Where do you see nursing in 10 years?
I see the nursing profession evolve to ensure that the voices of individuals, families, and communities are reflected in the design and operation of clinical and community health systems.

What one 'need' and one 'want' will you strive to achieve in the next twelve months?
Getting my second qualification is my NEED, my WANT is to establish a soup kitchen, an NGO that provides food to homeless people.

Will the next generation face the best or the worst in nursing? Why?
Given the advances in technology and easy access to information both within and outside of the medical field, the next generation will undoubtedly face the best nursing.

What role are you playing in shaping the future of nursing?
I always strive to provide my patients with care they deserve. I also mentor aspiring nurses and lead by example so they can continue to provide the services their patients deserve. Moreover I also share information with junior nurses about what courses are available and what options there are other than bedside nursing.

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


"My vision is
to establish and
run my own clinic,
where I can provide
exceptional care
to my patients"



"Engaging in research equips nursing professionals with the ability to influence advocacy and policy"

Nondumiso Mbatha

A Clinical Research Nurse, Lectures' Assistant and Mentor at University of Pretoria, with Post Grad Diploma in Public Health and an MPH Student



My name is Nondumiso Mbatha, I studied Nursing Science at Durban University of Technology from 2010 to 2014. After that, at 21, I started working as a nurse at Ladysmith Regional Hospital.

Back then, I thought being a professional nurse was the highest point in my career, and I was satisfied without wanting more education.

But in 2020, the COVID-19 pandemic changed my mind. Understanding the big impact of public health during such a global health crisis, I did a lot of research and got passionate about contributing to the field.

Even though I initially wanted to help directly with COVID-19, I didn't have the right qualifications. So, I decided to focus on studying public health instead.

I successfully finished a Postgraduate Diploma in Public Health from the University of Pretoria. This helped me understand public health better and made me want to make a bigger impact in healthcare. Now, I'm studying towards a Master of Public Health at the University of Johannesburg to learn more and contribute meaningfully to public health projects.

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

Being actively engaged in research is incredibly important for nursing professionals. It provides us with a valuable toolkit to enhance patient care. Through research, we stay informed about the latest developments in healthcare, ensuring that we integrate the most up-to-date practices into our caregiving.

Additionally, our participation in research contributes to the ongoing improvement of healthcare quality, elevating standards and fostering an environment of continuous improvement. Engaging in research activities is a pathway to professional development, refining our critical thinking and problem-solving skills. It also enables us to adapt to changes in healthcare practices and emerging technologies.

Importantly, research allows us to better understand the unique needs of our patients, contributing to the development of patient-centred care approaches. As we actively contribute to the body of nursing knowledge, we bridge gaps, add to the evidence based, and inform future healthcare practices.

Beyond individual and patient benefits, engaging in research equips nursing professionals with the ability to influence advocacy and policy, addressing healthcare disparities and contributing to the development of interventions that foster health equity. In essence, research is not just a professional obligation; it is a pathway to excellence in patient care, continual professional growth, and active participation in shaping and enhancing healthcare practices.

What has your study/research been focusing on?

The study aims to investigate mental health awareness and the use of on-site psychologist services among healthcare workers in a public hospital in South Africa. It specifically focuses on understanding the factors that influence healthcare workers, including professional nurses, in seeking help for mental health issues.

Drawing from my experience as a professional nurse, even though I'm no longer in the field, I have firsthand knowledge of the mental health challenges faced by healthcare professionals. Despite mental health being often overlooked, it remains a passion of mine, motivating me to contribute to the improvement of mental health support for healthcare workers.

What is a pivotal point of your research?

The pivotal point of my research is centred around intervention and advocacy for enhanced mental health support systems within the healthcare sector, with a specific focus on healthcare workers. The goal is to emphasize the critical role of mental well-being in sustaining a resilient and effective healthcare workforce.

Through this research, I aim to contribute insights that promote positive changes in mental health policies and practices, fostering an environment that prioritizes the mental well-being of healthcare professionals. The intervention and advocacy components are integral in addressing the identified gaps and fostering a culture that values and supports mental health in the healthcare workplace.

What do you seek to achieve through your findings?

My research is geared towards shedding light on the mental health difficulties faced by healthcare workers, especially professional nurses.

The crucial aspect of my research is intervention, where the main goal is to advocate for better mental health support systems in the healthcare sector. I aim to use my findings to push for changes in policies and strategies that can address the unique obstacles healthcare workers encounter when seeking mental health assistance. The research aims to highlight these challenges and spark initiatives that create a supportive atmosphere, break the stigma around mental health, and encourage open discussions.

The ultimate goal is to make a real impact. I want to increase awareness about the mental health issues healthcare workers face, influence policies based on solid evidence, and contribute to the overall well-being of these professionals.

In essence, my research strives to bring about positive transformations in organizational cultures, fostering a healthcare environment that not only acknowledges but actively supports the mental health needs of its workforce.

As a Master's Degree Candidate what contribution are you making in the Nursing field?

As a Master's candidate, my contribution to the nursing field lies in advancing our understanding of mental health challenges among healthcare workers. Through rigorous research and analysis, my goal is to uncover insights into the factors that impact mental health awareness and the utilization of support services within healthcare settings.

By addressing the gaps in existing literature, I aim to provide a nuanced perspective on the challenges faced by healthcare workers in the mental health domain. This contribution is significant as it not only adds to the body of knowledge but also has practical implications for improving the well-being of healthcare professionals.

Through my research, I aspire to advocate for better mental health support systems within the healthcare sector. This advocacy involves using evidence-based findings to recommend interventions, policies, and strategies that can enhance mental health awareness, reduce stigma, and improve the utilization of available support services.

"The pivotal point of my research is centred around intervention and advocacy for enhanced mental health support systems"



n essence, my work seeks to contribute to the development of a more resilient and supportive healthcare workforce, ultimately benefiting both healthcare workers and the quality of patient care.

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

I would incorporate discussions on flexible working hours and staff shortages into the nursing curriculum, recognizing the paramount importance of work-life balance in the demanding nursing profession. By immersing nursing students in these topics, I aim to provide them with valuable insights into the positive impact of adaptable schedules on nurses' well-being, job satisfaction, and, most importantly, the quality of patient care.

Through this integration, my goal would be to empower students with an awareness of the evolving nature of nursing practices, instilling in them the capacity to advocate for policies that support the overall health and resilience of healthcare professionals.

Simultaneously, addressing the pressing issue of staff shortages in the curriculum would offer students a realistic perspective on the challenges faced by healthcare institutions. My intention is to guide them through an analysis of the tangible impact of insufficient staffing levels on patient care, enabling nurses-in-training to develop a nuanced understanding of the broader healthcare system.

This knowledge is intended to prepare them for future engagements in discussions about work-force planning, resource allocation, and policy advocacy, vital aspects of addressing staff shortages. In essence, my book would aim to transform nursing education into more than just theoretical learning, infusing it with practical considerations essential for navigating the complexities of the healthcare environment.

Additionally, within the proposed book, I would deliberately integrate principles like Deming's 14 principles in hospital settings and the application of Six Sigma methodologies. This strategic inclusion is aimed at playing a pivotal role in reducing mental illness and exhaustion among healthcare professionals.

These quality improvement approaches are intended to offer proactive strategies, promoting a culture of continuous improve-ment in patient care. By incorporating these principles into the nursing curriculum, my objective is to expose students to these valuable tools, encouraging the creation of more resilient and supportive healthcare environments. This, in turn, contributes to their preparedness for the dynamic and demanding nature of the nursing profession.

"My priority in nursing guidelines and policies would be to create a holistic framework that prioritizes and safeguards the mental health and well-being of nurses"

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

If I were to play a role in shaping nursing guidelines and policies, my top priority would unquestionably be the mental health and well-being of nurses. Recognizing that nurses play a pivotal role in healthcare delivery; their mental health is integral to providing quality patient care.

My focus would involve advocating for policies that address the unique stressors and challenges faced by nurses, ensuring that their mental health is not only acknowledged but also actively supported. Key components of these policies would include initiatives to reduce workplace stress, promote work-life balance, and provide accessible mental health resources.

Implementing measures to address burnout, fostering supportive work environments, and destigmatizing mental health concerns would be essential. Additionally, I would prioritize the inclusion of mental health awareness and coping strategies in nursing education and training programs to equip nurses with the tools needed to navigate the emotional demands of their profession.

In essence, my priority in nursing guidelines and policies would be to create a holistic framework that prioritizes and safeguards the mental health and well-being of nurses, recognizing its direct correlation to the overall effectiveness and sustainability of the healthcare system.


"If I were to play a role in shaping nursing guidelines and policies, my top priority would unquestionably be the mental health and well-being of nurses."

Sifiso Dlamini RN

A Midwifery Specialist



hat is your role in Nursing?
I am a Nurse Educator, Administrator and an Advanced Accoucheur. Currently I am registered with the University of Johannesburg, I am doing my Masters degree in Midwifery. My role in nursing is to provide evidence based knowledge to the practice of Midwifery through continuous research and education.

What motivated you to pursue your specialty?
During my undergraduate studies I identified Mrs Thembekile as my mentor because of her ability to teach and make a student fall in love with Midwifery. She is the cornerstone of my studies and the reason why I pursued Nursing education and midwifery.

How did you reach the level of being a Nurse Specialist?
In 2018 I enrolled with the University of Johannesburg to study my Degree in nursing education and administration with a specialty in advanced midwifery due to my developed passion. I believe as a future leader I have to acquire enough knowledge and experience to become an example to upcoming nurses.

How do you differ from a General Nurse?
I am different from a general nurse because I work in specialty ward where I provide expert health care provision that is in line with specialty services needed by pregnant mothers and newly born neonates.

What other opportunities can you explore as a Specialist?
There are multiple opportunities that my Degree offers. However, because of the direction that I want to take, I am looking for an opportunity to become a lecturer at a University level. And one day with enough experience I will become a leader in the practice of nursing sciences in the midwifery specialty.

How do you contribute towards nursing research?
I am currently working on my dissertation in the field of midwifery and I am also doing a Short learning programme in Research methodology to expand my horizon in the research field. Moreover, I use the evidence provided by other researchers on a daily basis. Besides, the nursing practice demands the use of the best possible evidence based knowledge, throughout.

"I have to have gather enough knowledge and experience to become an example to upcoming nurses"



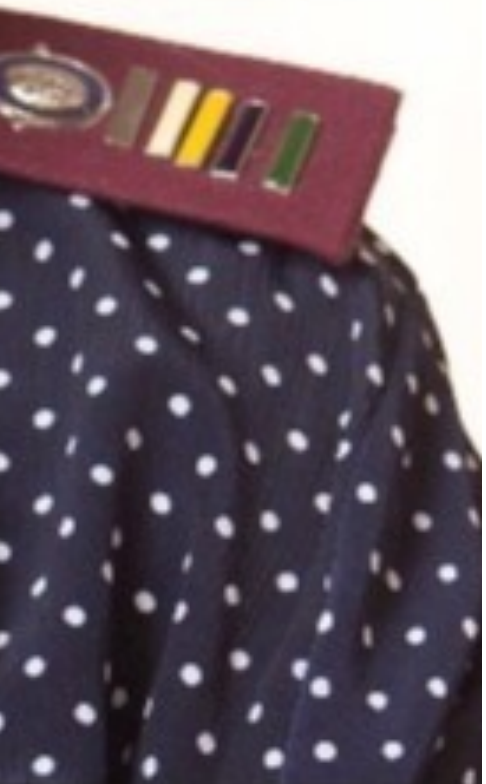
My role in nursing is to provide evidence based knowledge to the practice of Midwifery through continuous research and education”



“Do the best you can and try to improve on your own best”

Kobie Coetzee (RN)

A Private Occupational Health Nurse Practitioner



How many staff members are you responsible for?
I have the following staff members:
1 Occupational Health Nurse
2 Occupational Health Technicians: Audio, Vision and Spirometry technicians
1 Practise Administrator
1 Financial Administrator
1 IT administrator
Myself, the Director and practising OHNP.

What virtues do you endorse among your staff members?
We are very focussed on client care, ensure that we keep to all ethical values, and we stay within the legal framework as prescribed in the Legislation of SA.

We believe in open communication, honesty, trust, professionalism, humanity and we share our knowledge and skill with each other and clients. We are very opposed to corruption or bribery, we discuss it if anything comes up that threatens our honesty and professionalism

What causes your day to be hectic?
We are normally calm in the working environment, but clients who do not book, or get rowdy and upset, or when rules change on a site and we are not informed, we can have a hectic day. We all work together, so, eventually it will be sorted.

When do you knock off?
Our working hours are from 08h00 to 16h00, but if we have completed our tasks for the day, we sometimes go home a little earlier so that the mothers can spend time with the children. During COVID, we worked half days only, and it is possible to do so with good planning.

How often do you take your workload home with you?
I am always available for clients, and although I don't work all the time, the clients and staff know they can contact me.

How do you ensure that your meetings with your team bring forth effective results?
We do toolbox meetings which are daily planning meetings. We also do toolbox training and we evaluate performance via an electronic system.

How do you deal with misunderstandings between your team members?
Listen, learn, grow. We really spend time on team-work and setting boundaries as colleagues. It is difficult to not sometimes become involved in each other's lives. We have a consultant who assists with EAP issues.

What emotional intelligence strategies do you usually apply if need be?
We care but stay out of issues that are not ours. We do not compare ourselves with our competition. Our motto is: Do the best you can and try to improve on your own best.

What is your coaching approach?
Setting the example, developing the staff to improve the opportunities for them, should they decide to leave. Every person should move on in life, and new members can also grow to be the best. I do not manipulate staff to keep them.

What tone of voice do you use when you are feeling vexed?
I try to stay calm, but it is not always possible. After an incident , we will always have debrief sessions and if I was wrong, I will apologise.

How do you handle your deadlines?
Deadlines are not always my strong point. If it is a very important deadline, I will meet it. If it is flexible, I will flex it as long as possible. That is my weak point.

Who do you run to when you are faced with work-related pressures?
My accountant has a clear but objective involvement in my business. He is a number man, so he can always assist by listening and not respond with emotions. He is a real soundboard and support system.

What is this exclusive personality do you, subconsciously, influence your subordinates with?
I care for my staff and I want them to be proud to work for my company. As I get older, I become softer in my approach. I am coaching them to continue working at our business, even if I am no longer there.

What anticipated impartation do you make towards your staff members?
All info in the business is available to everyone. Financial statements, daily income etc. is for perusal of staff. This enables the staff to know what the activities of the clinic are. We also discuss and make decisions democratically, although I will always have the final deciding powers, I allow everyone to contribute and to make suggestions. I am very fortunate to have a wonderfully dedicated and supportive team who I work with.



"Beauty and health go hand in hand"

Pheladi (RN)



ho is Pheladi?

My name is Lethabo Kgolane but I prefer to be called Pheladi. I am from Mamone, a huge village in Sekhukhune in the Limpopo Province, South Africa... I'm a professional qualified in Midwifery, Psychiatry Community and General Nursing. I am also in possession of numerable short courses qualifications in nursing. I qualified to be a professional nurse in 2019. I have acquired both public and private sector experience and I am currently working at a government clinic as a Nurse Clinician.

Are you into fashion, modelling, advertising, makeup art or photography?

I am into makeup and fashion...I love fashion the most. Looking good is, but a therapy to me...I think looking good is just something that runs in the family; I somehow have inherited the trait.

What makes you so photogenic?

What makes me photogenic, honestly, I don't know ...it really comes naturally, it's something difficult to explain but I just know that all the clothing types have got their different posture...all I can say is that outfits come with different feelings, hey! Hence, the different postures...

What inspires your stylish looks?

My goals are the inspiration of most of my outfits. Even though I have not yet reached the goal of the ideal woman that I want to be, however, I am always dressed like one... Bonang Matheba once said, "we don't dress for where we are, but for where we're going".

What are your goals for your trendy looks?

Clothes influence how we look at someone. I want someone out there to look at me and be inspired. Besides, it is usually the smallest things that inspire people. However, most of all I want to see myself owning a boutique that sells not just clothes but outfits...

What is your secret about your elegance?

You ought to know your body and its flaws and then dress for it. Besides, not all clothing is for all body types.

How often do you exercise or go to gym?

I recently joined a gym because a healthy body leads to a healthy mind, therefore, I exercise almost every day of the week.

What do you hope to accomplish with your elegant photographs?

I want to inspire all my young girls around that you can still look good being fully clothed...I am also open for collaboration with fashion designers.

"My other goal is to launch aesthetic clinics in almost all the provinces, nationally"


"We don't dress for where we are, but for where we're going".



ould you model any kind of clothing at all?
I believe I would, but not the one that will require me to be naked.
What is your go-to outfit?
Any outfit paired with wide leg pants...
Do you like shopping for new clothes?
Oh yes! Shopping for new clothes is therapeutic to me...I enjoy new clothes...hence I have a thrift yaga store where I sell my unwanted clothes.
Do you read fashion magazines? Why?
No! I don't often read fashion magazines; I just follow most of fashion icons on social media for some inspiration.
What is your most valuable piece of jewellery?
My most valuable piece of jewellery would be my wristwatch and neck piece that was specially personalised for me.... I love time piece jewellery; I would wear it even if it's not working.
Have you ever made your own clothes?
I have never made any clothing for myself, but I always restyle my clothes and add some detailing.
What's your favourite piece of clothing?
Bodycon dresses.
What are some of the strangest fashions you have seen?
There's currently teen girl by the name Nodia Tagel on TikTok wearing extra denim clothing ...she wears the strangest clothing, but I love her... she's one of our future fashion icons in our county.
What colours do you think look good on you?
Red, Black and Pink.
What kind of clothes are in fashion currently?
Cargo pants and corsets.
Do you ever go out without makeup? What does it feel like?
80 percent of my time I am always makeup-free and yes, I feel comfortable in my own skin. I wear makeup to advertise my work...it brings me more clients.
Is nursing your corridor or your destiny? Why?
I can't say it's my corridor. I am very fortunate that my long-term goals still align with my profession, beauty and health go hand in hand.
Where do you see yourself in ten years from now?
I see myself growing my brand as I recently launched my own makeup products.
If you were to connect your trendy looks and nursing to create your wealth, what would you do?
My other goal is to launch aesthetic clinics in almost all the provinces, nationally.

"You ought to know your body and its flaws and then dress for it"



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Self-catering Hartbeespoort, Magalies Park accommodation

Magalies Park Resort, the very best of North West holiday destinations, is situated on 120 hectares of scenic parklands. This North West Resorts' self-catering accommodation options are absolutely top-notch.

The Magalies Park Resort and Spa features a range of accommodation, dining and entertainment options, privacy, convenience and easy access to all the amazing attractions the area has to offer.

A peaceful retreat nestled alongside the tranquil Magalies River, in the North West Province. This prime destination, set at the foot of the Magaliesberg, combines the best of nature with the best of leisure activities and accommodation.

If you're looking for a holiday destination where you can spend time with the family whilst surrounded by the beauty and tranquillity of nature, look no further than Magalies Park. For the sheer number of facilities and experiences on offer, the Magalies Park self-catering accommodation is considered one of the most desirable resorts in the North West Province.

Welcome to First Group Magalies Park Resort. We've solved travel, and you're invited.





ACCOMMODATION

All the chalets at Magalies Park offer self-catering accommodation in Hartbeespoort Dam, set in a natural parkland and designed with your holiday requirements in mind. The fully-equipped rooms offer Hartbeespoort accommodation, modern convenience and comfort, allowing guests to experience an enjoyable self-catering holiday.

DINING

Pica Pau restaurant has a well-deserved reputation as one of the best restaurants in Hartbeespoort. Pica Pau is on location at Magalies Park Resort, on the R560 – at the tee-off and 18th hole, creating a unique opportunity for avid golfers to enjoy something before or after a good game.



Jaz

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Dahab holidays

While Dahab embraces its Bedouin roots, with a strong sense of family values and warm hospitality, it has all the modern amenities and comforts a traveler can ask for. It's low-rise landscape is in sharp contrast to Sharm El-Sheikh's dizzying heights, but it blends in the best of old and new.

This is epic Egypt at it's best. Take a camel ride to a Bedouin-style excursion into the desert. Trek up to Mt. Sinai or through the interiors of Egypt. For those who love the water, Dahab is famous for its incredible coral reefs, and abundant aquatic life.









How to spend your birthday alone

Arrange a cake for yourself.
The birthday cake is the of significance of your special day.
Take yourself out for a date.
No need to wait for someone else to do it for you. Go it out.
Go for a massage.
By the way it is your special day. Why not spoil yourself.
Spend on something new you have been yearning for.
Gifting yourself with something special is a way of celebrating yourself. It turns your birthday into a memorable day.
Turn your birthday into 'a day of gratitude'.
Take sometime and thank God for your life and all. You can also thank your parents as well.
Spend for someone in need.
Give some love to those in need of it.
Set yourself exciting goals
Having outlined a set of goals for your special New Year's Day will give your entire year a specific direction

To All The Nursing Stars Who Are Celebrating Their Birthday between February and March





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