



# Info Pack

Weekly Newsletter

Date: 21<sup>st</sup> October 2014

Issue No 0018

## ACHIEVERS CORNER

CCD would like to extend its recognition to SFH warehouse team for the prudent management of resources and incomparable work done during the relocation process: they worked constantly “nonstop” even during the last “entire” weekend for insuring the smooth running of all related activities -properly and safely.

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Take time to appreciate employees, they would reciprocate a thousand times.

## EDITORIAL CORNER

### Boosting Discipline in SFH Rwanda

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Usually, discipline fosters appropriate and prudent behaviors among people by encouraging them to live in harmony with others. However, a lot has to be made to foster such prudent behaviors including laying out a clear protocol and ethical guidelines to ensure you and me fully understand what others expect of us.

This can be through accepting constructive criticism to instill correct behaviors. For example, you might explain to an under-performing staff how her or his failure to follow proper SFH procedures is hurting or damaging her or him and organization’s performance and then offer helpful suggestions for increased productivity.

An important element as a result of a prudent behavior would be to reinforce such precautions and get motivated to comply with organizational procedures and standards. Supervisors might worry that being soft leverages you to being liked but this to the contrary discourages misbehavior and such staff may be re-aligned with the organization’s vision and mission.

Such discipline fosters appropriate behaviors while maintaining a happy workplace and organization performance. In this regard, the definitive goal is not to create automatons that obey your every command, rather, strive to create high-functioning employees that understand why it is important to follow procedures and comply with organizational directives.

Thus with an increasing number of indiscipline cases in SFH, the editorial team suggests that supervisors should identify the problem, analyzing its severity, discussing it with the employee, documenting the discussion and then following up on the measures to which supervisors and the employee commit to achieve in the best suitable and advisable manner.

An important aspect of good discipline is continual feedback. So let’s all try to give feedback as much as we can to concerned staff to increase his/her or organization performance and disdain from rumors which may land us into trouble or failure of our duties.

## Executive Director’s Column

Managing performance of self and other staff is one of the key roles of each of us. It does not matter whether you directly supervise any one or not, it is always clear and evident who is performing with excellence, moderately or even poorly.



In fact, this not only known to others but sometimes even to ourselves. It is easy to take stock of our week, or month and see what actually did we do to contribute to the organization’s mission or even how does the achievement compare with the time and resources spent. If all of us do soul search, the answers to these questions are known to both each individual and sometimes others, the on lookers.

The Key question here now is how we manage our performance in case it is poor. Some experts suggest that in case of poor performance, the likely causes are that you are either in a wrong job, or you have problems outside your work that are influencing your poor performance or simply there is significant lack of knowledge .

Whatever the cause may be, it is important to look critically at the cause is and address it both for the benefit of the organization as well as that of the individual himself or herself.

So in case you identify it how do you address it.....

Now the readers can digest the question and propose ideas!!!!

The HR and OD department will also incorporate these ideas as we keep focused to being excellent workers and high performers.

## NEWS OF THE WEEK



SFH Rwanda to facilitate availability of condoms in hotels and guests houses

In 2013, the Ministry of Health in Rwanda initiated a World AIDS Day (WDA) Campaign as a way out for the urgent need to facilitate dual protection programs (one of the government priorities) to further reduce the total fertility rate and reduce HIV incidence as well as unwanted pregnancies.

Prior to the campaign, the Ministry of Health in conjunction with local authorities conducted preparatory meetings in all provinces as part of the campaign and consequently recommended that there be a consistent mechanism for ensuring the availability of condoms in hotspots: hotels, motels, inns, night clubs and so forth.

SFH Rwanda in this process was chosen as key partner for the Kigali City to ensure the smooth running of all activities related to the implementation of this recommendation.

Talking to CCD, the regional coordinator of SFH Rwanda/ central regional said that all related activities are being implemented properly, and they appreciate the way Kigali City is supporting their team on field. She added that they target to visit around 220 entities namely hotels, pubs, night clubs, and guest houses.

The ultimate goal for this activity is to urge these business companies offering accommodation and entertaining services to avail condoms as part of the services they normally provide. This is considered as the first phase of the whole activity and general the recommendation.

## Rwanda celebrated 7<sup>th</sup> Global Hand washing Day

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Each year, over 200 million people are involved in celebrations in over 100 countries around the world for the Hand washing day. Rwanda too joins in the celebrations for the 7th Global Hand washing Day – in collaboration with UNICEF, NGOs and private sector partners to promote Hand washing with soap in disease prevention.

In NYABIHU, 15 October 2014 – the Ministry of Health, UNICEF and other partners gathered in Rumbura sector for celebrating this GHW day.

The theme for the day was “Choose Hand washing with soap, choose Health/Tubungabunge ubuzima dukaraba intoki n’amazi meza n’isabune.”

Together with the Global Hand washing day, a 3 months national hygiene campaign in schools all over Rwanda was also being launched to – ensure that it was more than just a day –in fact an everyday routine.

“Washing hands with soap can prevent the death of millions of children around the world. Many children in the world do not celebrate their fifth birthday because of diarrhoea and pneumonia, diseases which can be prevented just by the simple act of washing hands with soap” said Murtaza Malik, WASH Manager of UNICEF Rwanda. “It is a “do-it-yourself vaccine” that prevents infections and saves lives” added Malik.

In Rwanda, the Ministry of Health in collaboration with UNICEF, NGOs, partners and the private sector such as I&M Bank and partners have organised a series of activities including the launch event, group hand washing in schools, mass media campaigns and community outreach to celebrate the Global Hand washing Day. The target was to reach over 2 million children in schools through these activities.

Through community hygiene clubs and school health clubs, hand washing with soap was promoted by the children themselves – as effective change agents.

“We encourage all children to adopt hygiene practices at your early age, and instil those good behaviours in your families, communities and society in general. We know that you are effective agents of change, and you can do it,” stressed Dr. Parfait Uwariraye, the Director General in charge of planning at the Ministry of Health.

Hand washing with soap is even more significant in the current context - Ebola response. As it takes its toll on the health services in the affected countries, the practice of hand washing is an important prevention method from the spread of Ebola virus.

## ON-GOINGEVENT(S)

- Production of Nutrition T-shirts
- Office relocation

## DID YOU KNOW?

Malaria is a life-threatening disease caused by parasites that are transmitted through the bites of infected mosquitoes;

Malaria is still a predominant threat to the communities;

Malaria’s symptoms are : fever- shaking chills – headache – muscle aches – nausea, vomiting or diarrhea;

When left untreated, Malaria may cause kidney failure, seizures – mental confusion, coma – death

## JOKES CORNER

(1)My pocket got picked in the bus today but my wife saved my money,’ said Rupangu. His friend Mugabo, full of sympathy, asked, ‘Did your wife manage to catch the pickpocket?’ ‘No, no. She was not on the bus,’ replied Rupangu. ‘Then how did she save your money?’ inquired Mugabo rather puzzled. ‘Oh, she had removed most of the cash from my wallet in the morning!’ replied Rupangu.

(2) A man meets God on his wife’s birthday. God tells him he can have whatever he wants, provided that his wife gets double. The man thinks for a moment and then says, ‘OK, give me one million dollar and beat me half to death.’

## UPCOMING EVENTS

- Retreat for Marketing Strategic Plan
- SUN CSA stakeholder’s meeting