



HEALTH
KwaZulu-Natal

MANGUZI HOSPITAL

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Manguzi Main Road
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Enquiries: SB Vumase
Date: 08 February 2008

Dr M. D. Blaylock
Chief Medical Officer
c/o Mr S.B. Vumase
Manguzi Hospital

RE: CHARGE OF MISCONDUCT

1. It is alleged that on or about 12H30 on the 5th of February 2008 at Manguzi Hospital you:
 - (a) Wilfully and intentionally damaged the property of the state, in that, you forcefully removed a framed photograph of the MEC for the Health, Ms NP Nkonyeni, from the wall on the OPD Department and threw it in the dustbin.
 - (b) Conducted yourself in an improper, disgraceful and unacceptable manner, in that, you forcefully removed a framed photograph of the MEC for Health, Ms NP Nkonyeni, from the wall in the OPD Department and threw in the dustbin. This was done in front of the patients and staff thereby displaying disrespect towards political Head of the Health Department and KZN Legislature.
2. You are hereby requested to send or deliver a written admission or denial of the charges and if you so desire, a written explanation regarding the misconduct with which you were charged, within 5 days after receiving this charge. Such admission or denial and/or explanation is to be made to your Head of Institution.

HOSPITAL MANAGER:

SIGNATURE

DATE:

M. D. Blaylock
21/2/2008

SIGNATURE OF EMPLOYEE:

DATE:

M. D. Blaylock
26/02/08

SIGNATURE OF WITNESSES

1. *[Signature]*

DATE: 26/2/08

2. *[Signature]*

DATE: _____

REF: LET.CHARGE OF MISCONDUCT (Formal)

uMnyango Wezempilo . Departement van Gesondheid

Fighting Disease, Fighting Poverty, Giving Hope

REPLY FORM : CHARGE OF MISCONDUCT

Please use this form to the charge / charges against you, and return it, care of your supervisor, to the Head: Personnel, Health Institution

A. Full name : MARK BLAYLOCK

B. I hereby ADMIT to the following charge / charges as set out in the Secretary : Department of Health's letter dated : (b)
please see attached affidavit

C. I hereby DENY the following charge / charges as set out in the Secretary : Department of Health's letter dated : charge (a)
The photograph is undamaged and in the possession of the police.

Mark Blaylock
SIGNATURE

18/02/08
DATE

REF:REPLY FORM.ADMITS.DENY(Formal)

Statement regarding incident involving photograph of the MEC of health.

Mark Blaylock

12 Feb. 08

For the last six years I have worked at Manguzi Hospital , a busy under-resourced, deep rural hospital.

I have given my heart and soul to this hospital working far beyond my designated duties.

On the 8th February 2008 our hospital was visited by Mrs. P.Nkonyeni, the KZN MEC of health.

During a meeting she made the following statements;

AZT is toxic and must be controlled. Dual therapy has not yet been agreed upon. We have a problem with doctors who work in rural areas. They do not care about people. It is all about profit not about caring for people..

I have heard that ARV's have bad side effects, especially for children.

In a hospital where morale is already poor due to the PMTC issue currently in the press and the remarks that we do not care for people, I was incensed.

I felt hurt on both a personal level, and concerned that all we are trying to do by getting people onto anti-retroviral therapy was undermined.

In a hospital where our wards are full of patients suffering from the consequences of AIDS and having lost numerous friends and colleagues to the disease through delaying investigation and obtaining treatment because of stigma, we can not afford to have someone with such high profile to undermine the program.

At that late stage in the day the out patient department was virtually empty with a single member of staff present.

I removed the photograph of Mrs. P Nkonyeni and placed it in the dustbin.

The photograph is undamaged and in the possession of the police.

While I realize that it was an inappropriate action for which I apologise, I believe the MEC's statement were extremely unfair and slanderous and that was the direct cause of my irrational impulse.



Dr M.Blaylock MBBCH, DCH, DA, DTM&H