



MINE HEALTH & SAFETY COUNCIL

"ZERO HARM THROUGH ACTION"

MHSC Summit OHS Action Plan

MHSC

PREAMBLE

The Mine Health and Safety Council (MHSC) is tasked with arranging the Health and Safety Summit for the South African Mining Industry every after two (2) years. In 2002 stakeholders agreed to a set of actions to improve health and safety in South African mines.

The key aspects of actions are as follows:

1. Strengthening culture of health and safety
2. Promoting a learning industry and building capacity
3. Making workplaces safer and healthier

To address point number 3 above, the Principals representing State,

Employers and Organised Labour ('the stakeholders'), assembled at the

Mine Health and Safety Summit on the 18th of November 2011 agree to:

Re-affirm the commitments to a set of actions as outlined in the MHSC Summit Action Plan

to improve health and safety at mines.

VALUES

We as stakeholder leaders fully support the following values:

- Zero harm in the workplace
- Care, dignity and respect for all – emphasise diversity, elimination of discrimination and recognise society impact of occupational health and safety (OHS)
- A learning and participative culture rather than cultural of blame
- Fair sanction to ensure compliance, but strict on repeat transgressions
- Honesty, integrity and transparency, which will also lead to more trust
- Occupational health and safety as a core value of every company and this should take precedence over production

STAKEHOLDER LEADERSHIP BEHAVIOUR

We as stakeholder leaders undertake to:

- Have a clear vision for safety and health improvement and articulate it every day with passion, respect and transparency
- Comply with OHS rules at and outside of work. Walk the Talk
- Require participation of all our employees
- Value the advice of OHS professionals
- Integrate OHS in all business decisions
- Provide positive feedback when progress in OHS is evident
- Hold our organisations accountable for improving safety and health performance
- Undergo a regular assessment as a health and safety leader
- Fully commit to improving the health and safety culture in our organisation
- Show eagerness to learn
- Ensure that individuals successfully fulfil their health and safety responsibilities.

WORKER BEHAVIOUR

We as stakeholder leaders undertake to expect workers to:

- Comply with OHS rules at and outside of work
- Effectively communicate between all levels of employees
- Ensure health and safety is a priority topic in meetings
- Ensure that every individual successfully fulfils his or her health and safety responsibilities

MOTIVATION

Implementation of the Summit Action Plan will:

- a) Improve Tripartite Partnership and Cooperation
- b) Improve Monitoring of Occupational Diseases
- c) To significantly improve the lifestyle of mine workers

GENERAL

- Establish MHSC Regional Tripartite Secretariat to drive promotion of ALL OHS related work (for example but not limited to work stemming from MHSC, MQA, MOSH, etc.). Focus on promotion, technology transfer of research outcomes, leading practices.
- Investigate rehabilitation of employees who have been incapacitated also considering assistance provided to such employees

Objective	Actions	Progress to date	Way forward	Timeline
Improve OHS Culture in the SA mining industry, which includes: <ul style="list-style-type: none">• Values• Leadership Behaviour• Guidelines on implementation of framework• Evaluation• Indicators and monitoring tools	Develop OHS Culture Framework. <ul style="list-style-type: none">• Research completed• Framework developed• Implementation plan developed Popularise framework including in surrounding communities	• Research completed • Framework developed • Implementation plan developed	• Sign off at Summit	• Done
	Do gap analysis and adjust their own culture transformation programme Report on progress	• Dependent on the implementation of the Culture Framework	• To launch at the summit. • Develop and implement a communication plan	• November 2011 • November 2012
Improve Tripartite Partnership and Cooperation	Assess culture transformation Arrange facilitated stakeholder dialogues in troubled regions	• MHSC held meetings in regions based on the OHS performance. • Tripartite OHS forums were established in some regions to foster engagements between stakeholders	• MHSC to be more involved in the ALL regional Tripartite OHS forums through a dedicated secretariat	• 2012
	Review and recommend the national policy guideline on enforcement	• Completed	• Consultative review of guideline • Finalise review guideline	• April 2012 • June 2012
	Develop a guideline to identify root causes of accident, rather than allocate blame	• Documents developed with the Culture Transformation Framework	• Review guidelines	• April 2012
	Develop a guideline on the implementation of the right to refuse dangerous work	• Documents developed with the Culture Transformation Framework	• Review guidelines	• April 2012
Improve Tripartite Partnership and Cooperation	Ensure health and safety is a critical component of incentive schemes	• Documents developed with the Culture Transformation Framework	• Review guidelines	• April 2012
	Launch a compliance campaign	• Completed – the Summit outcomes and the Safety Audit were combined into one action plan	• Remaining part of the Presidential Audit to be completed	• September 2012
	Review regulations that compartmentalise accountability on health and safety (review regulations to ensure that health and safety accountabilities are not delegated)	• MSHA currently being reviewed	• Consider as part of MSHA review	• ongoing
Improve Tripartite Partnership and Cooperation	The current structures established under the MSHA, (that is MHSO, MGA and the Inspectorate) need to be strengthened to continue to make a meaningful impact in rapidly reducing the levels of injuries and death in the mining sector	• MHSC structures now in line with approved plan.	• Capacity constraints to be reviewed on a continuous basis and corrective action to be taken accordingly.	• Annually
Ensure implementation of Summit commitments	Evaluate progress with previous Summit commitments	• At every MHSC quarterly meeting	• Re-prioritised Summit Action Plan (as per this document) • Develop monitoring and evaluation plan • Implement monitoring and evaluation plan	• November 2011 • March 2012 • Quarterly
Promote learning in the mining industry	Develop an autonomous Centre of Excellence Conduct research, training and facilitate implementation of research outcomes in the following areas: <ul style="list-style-type: none">• Rock Engineering• Human factors, including appropriate incentive systems• Mining• Engineering• Occupational Health / Hygiene	• Preliminary background work completed and high-level agreement provided for Summit	• Establish Centre of Excellence	• January 2013
Improve OHS skills capacity	Develop training programme for OHS Reps, union reps and supervisors Strengthen their OHS role in risk assessment, Workplace Monitoring and Accidents Inquiries	• MQA reviewed the training programme for OHS reps, union shop stewards	• MHSC to do needs analysis and review training programmes so as to advise MQA accordingly	• March 2012
	Train 40000 OHS reps and HS Shop Stewards using accredited institutions	• Total trained = 9480 since 2009	• Accelerate training	• Annually
	Develop a strategy to attract, train and retain OHS Professionals in the mining sector	• Service provider has been appointed and a project is currently underway. • Specialised training material for rock engineers is being developed	• Accelerate development of strategy	• TBC
	Develop a strategy to attract, train and retain OHS Inspectors in the mining sector	• Strategy developed at DMR on training, retaining and attracting OHS inspectors	• Implement strategy • MQA to provide assistance with training	• Annually • Annually
Improve OHS skills capacity	Conduct Health and Safety training at all levels Develop mechanism for updating OHS competence for managerial and supervisory appointees Increase investment in skills development in the mining sector for its sustainability	• OHS qualifications framework has been developed incorporating the COMSOC certificate. • Leadership development in OHS has been identified in the Culture Transformation Framework	• MQA to review OHS qualifications framework	• TBC from MQA
Reduce rate of illiteracy in the mining industry	Adopt and implement existing strategy to reduce rate of illiteracy in the mining industry	• ABET symposium held, OHS skills programme at levels 2, 3 and 4 developed	• To be transferred to MQA	• November 2011
Increase scarce skills that are critical to OHS	Develop strategy to address skills shortage	• MQA developed Scarce Skills Programme for 2011-2016	• To be transferred to MQA	• November 2011
Improve monitoring of occupational diseases	Develop integrated system of occupational health management	• Research project on "proactive management of OH in the mining industry" has been completed. • No work undertaken	• Research findings to be formulated into an action plan	• March 2012
	mine inspectorate needs to employ available technologies to improve planning, targeting and effective regulatory contacts	• No work undertaken	• Develop a project on latest technologies that would improve OHS reporting and monitoring	• March 2012
To significantly improve the lifestyle of mine workers	Improve the quality of accommodation Improve recreational facilities	• Research on housing and impact on OHS has been done. • Work from Minerals Development Board also on housing	• Advise the Minister on all related work towards development of a book/guide for the sector through MIGDETT	• January 2012
	Improve the quality of nutrition	• Booklet developed and printed on nutrition and submitted to MIGDETT	• Representation at MIGDETT by MHSC	• As per MIGDETT schedule
	Improve collaboration with government on national HIV/AIDS and TB programmes	• Advisory committee on TB and HIV/AIDS supporting MHSC has been established • MHSC representation at SANAC	• Development of mining sector plan in line with NSP	• March 2012
Integrate and simplify compensation system	Establish a multi-stakeholder committee to consider different compensation systems	• Advisory note on compensation developed and submitted to the Minister	• Influence processes in current discussions pertaining to the reviewing of current legislation	• ongoing

Objective	Actions	Progress to date	Way forward	Timeline
Eliminate Silicosis	Develop a new strategy for dust measurement. Note: Consider individual monitoring	• Silicosis Research Programme completed – which includes the aspects of dust measurement	• Development of strategy on dust measurement	• March 2012
	Adopt best practices and research findings	• CoM established Learning Hub <ul style="list-style-type: none">• Two leading practices being promoted<ul style="list-style-type: none">o Dust suppression (FOGGER)o Footwall and Sidewall Treatment• Inclusion of OHS targets in the mining charter	• MOU to be set up between MHSC and MOSH Learning Hub to strengthen collaboration	• March 2012 • February 2012 • Annually • Annually
	Do research to help eliminate silicosis	• Addressed in Research Programme <ul style="list-style-type: none">• Major projects completed:<ul style="list-style-type: none">o Silicosis Engineering controlso Audit Tools on Silicosis, TB	• Remain focus area for MHSC	• Annually
Eliminate NiHL	Adopt best practices, instruction and research findings on buy quiet and retro-silence	• CoM established Learning Hub <ul style="list-style-type: none">• Selection of and training on hearing protection devices using MHSC research outcomes• Inclusion of OHS targets in the mining charter	• MOU to be set up between MHSC and MOSH Learning Hub to strengthen collaboration	• February 2012 • Annually • Annually
	Do research to help eliminate NiHL	• Addressed in Research Programme <ul style="list-style-type: none">• Major projects completed or underway<ul style="list-style-type: none">o NiHL Audit toolso NiHL	• Remain focus area for MHSC • Greater involvement with OEM	• Annually • March 2013
Eliminate falls of ground accidents	Revise regulatory mechanisms, as necessary	• MHSC research project was completed that focused on legislation and practices	• Research Outcomes from MHSC project to be developed for technology transfer	• March 2012
	Adopt best practices and research findings	• CoM established Learning Hub <ul style="list-style-type: none">• MOSH activities:<ul style="list-style-type: none">o Entry Examination and Making Safeo Netting with in-stope bolting	• MOU to be set up between MHSC and MOSH Learning Hub to strengthen collaboration	• February 2012 • Annually • Annually
	Do research to help eliminate FOG	• Addressed in Research Programme <ul style="list-style-type: none">• Major projects completed:<ul style="list-style-type: none">o Design methodology for in-stope supporto Minimising the risk of seismicity in the Platinum sectoro Development of FOG awareness training strategy based on root cause analysis	• Remain focus area for MHSC • Review Milestones	• Annually • March 2013
	Develop a national mine seismic network that will fully be integrated with the Council for Geosciences' seismic network	• MHSC commissioned project with Council for Geoscience	• Accelerate progress on the project	• April 2013
Eliminate transport and machinery accidents	Adopt best practices and research findings	• CoM established Learning Hub <ul style="list-style-type: none">• MOSH activities:<ul style="list-style-type: none">o Proximity Devices selection	• MOU to be set up between MHSC and MOSH Learning Hub to strengthen collaboration	• February 2012 • Annually • Annually
	Do research to help eliminate transport and machinery accidents	• Addressed in Research Programme <ul style="list-style-type: none">• Hazard Identification and Risk Assessment project for Trackless Mobile Equipment	• Remain focus area for MHSC • Review Milestones • Greater involvement with OEM	• Annually • March 2013 • Annually
Equipment policy	Develop a strategy to implement a machinery and transport policy	• No work has been done in this area	• Develop strategy relative to fit for purpose equipment	• March 2013
			• Review Milestones • Greater involvement with OEM	• Annually

Signed by:

Date: 18th of November 2011

Principals of Stakeholders within the South African Mining Sector

The Minister of Mineral Resources	Labour	Employers