



The Road to Zero Harm New Milestones

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Chairperson of the MHSC
19th November 2014

AGENDA

- **Tripartism towards target of ZERO HARM**
- **The 2014 Milestones**
 - **Occupational Safety**
 - **Occupational Health**
 - **TB & HIV/AIDS**
 - **Culture Transformation**
 - **Centre of Excellence**
- **Conclusions**



THE 2014 OHS MILESTONES

- The intent of the milestones that follow is to further accelerate our journey to zero harm.
- The MHSC's Culture Transformation Framework (CTF) and the Centre of Excellence (CoE) will also be pivotal drivers in accelerating our journey to zero harm.



THE 2014 OHS MILESTONES

- The milestones were developed collaboratively between the stakeholders
- Agreed upon by our Principals.
- This collaborative efforts will strive to ensure a learning and participative culture where everybody is treated with care, dignity and respect.
- This spirit of tripartism should prevail in all initiatives of the summit milestones.



THE 2014 OHS MILESTONES

- For each milestone clear action plans and initiatives were developed.
- Implementation of risk-specific activities such as:
 - Adoption of leading practices
 - Implementation of research outcomes
- Clear timeframes for delivery
- Roles and responsibilities defined



2014 Occupational Safety Milestones

ELIMINATION OF FATALITIES AND INJURIES

- Every mining company must have a target of **ZERO FATALITIES**
- Every Fatality is one too many, we will eliminate fatalities by December 2020.
- Up to December 2016, 20% reduction in Serious Injuries* per year.
- From January 2017, 20% reduction in Lost Time Injuries (LTI**) per year.

* Serious injury is an injury which either incapacitates the injured employee from performing that employee's normal or similar occupation for a period totaling 14 days or more or which causes the injured employee to suffer the loss of a joint, or part of a joint, or sustain a permanent disability.

**LTI is any injury which incapacitates the injured employee's normal or similar occupation the next calendar day.

- Rehabilitation of mine workers injured on duty

2014 Occupational Health Milestones

ELIMINATION OF OCCUPATIONAL LUNG DISEASES

- By December 2024, 95% of all exposure measurement results will be below the milestone level for respirable crystalline silica of 0.05 mg/m^3 (these results are individual readings and not average results).
- By December 2024, 95% of all exposure measurement results will be below the milestone level for platinum dust respirable particulate of 1.5 mg/m^3 (<5% crystalline silica) (these results are individual readings and not average results).
- By December 2024, 95% of all exposure measurement results will be below the milestone level for coal dust respirable particulate of 1.5 mg/m^3 (<5% crystalline silica) (these results are individual readings and not average results).
- Using present diagnostic techniques, no new cases of silicosis, pneumoconiosis, coal worker's pneumoconiosis will occur amongst previously unexposed individuals.

("previously unexposed individual" are those unexposed to mining dust prior to December 2008 i.e. equivalent to a new persons who entered the industry in 2009

2014 Occupational Health Milestones

ELIMINATION OF NOISE INDUCED HEARING LOSS

- **Quietening of Equipment**
 - **By December 2024, the total operational or process noise emitted by any equipment must not exceed a milestone sound pressure level of 107 dB(A).**

(This milestone of the sound pressure levels will be verified by initiatives under the CoE and MOSH and reviewed in 2016)

- **For the Individual**
 - **By December 2016, no employee's Standard Threshold Shift (STS) will exceed 25 dB from the baseline when averaged at 2000, 3000 and 4000 Hz in one or both ears**

- **Establish a multi- stakeholder team to consider different compensation systems**

2014 TB & HIV/AIDS Milestones

PREVENTION of TB and HIV/AIDS

Reduction and prevention of TB, HIV & AIDS infections

- By December 2024, the TB incidence rate should be at or below the National TB incident rate and**
- 100% of employees should be offered HCT annually with all eligible employees linked to an ART programme as per the NSP.**

2014 CTF Milestones

CULTURE TRANSFORMATION FRAMEWORK

Implementation of the approved framework

- **By December 2020 there will be 100% implementation of:**
 - **The Leadership Pillar of the CTF**
 - **The Risk Management Pillar of the CTF**
 - **The Bonus and Performance Incentive Pillar of the CTF**
 - **The Data Management Pillar of the CTF**
 - **The Diversity Management of the CTF**
 - **The Leading Practice pillar of the CTF**

Implementation of the approved framework

- **After December 2020 the remaining pillars will be implemented:**
 - **The Integrated Mining Activity Pillar of the CTF**
 - **The Technology Pillar of the CTF**
 - **The Inspectorate Pillar of the CTF**
 - **Tripartism Pillar of the CTF**
 - **Regulatory Framework Pillar of the CTF**

2014 CoE Milestones

CENTRE OF EXCELLENCE

Implement the Centre of Excellence

- Launch the Centre of Excellence
- Undertake quick win projects
- Technology & knowledge transfer of quick win projects
- Centre of Excellence operational by 1st April 2016

CONCLUSION

- It is important that all the stakeholders should live the theme of **STRIVING FOR ZERO HARM**

**ENSURING EVERY MINE WORKER RETURNS FROM WORK
UNHARMED EVERY DAY.**

- Every stakeholder to ensure that these milestones are achieved timely.





THANK YOU!