



MHSC
Mine Health and Safety Council

Established in terms of Section 41(1) of the Mine Health and Safety Act, 1996 (Act 29 of 1996)

Woodmead Business Park, B7 Maple North, 145 Western Service Road, Woodmead



NORTH WEST REGION TRIPARTITE FORUM (FTF) COMMITTEE MEETING VENUE: SIBANYE STILLWATER (LONMIN) CONFERENCE CENTRE)

TIME: 07H00 – 10H00

DATE: 01 AUGUST 2019

Chairperson : Thomas Ntuli
Scribe : Isaac Swantle

Attendance Register is available on request

Opening and welcoming

- The chairperson welcomed everyone and opened the meeting. He introduced himself to the sitting and announced that he is the new Chairperson of the NW Rustenburg RTF
- Sam the Game Farm Coordinator gave a safety brief on emergency preparedness.
- The Chairperson explained the reasons as to why these meetings were not held since April 2019.
- The Chairperson explained the rational of employees returning home safely every day and that we have to use Expertise and Resources to improve Safety.
- A moment of silence was observed in honor to all employees who lost their life's in the Mining Industry

ACHIEVEMENTS

Tharisa Minerals achieved 3MFFS at the end of June 2019.

AGENDA ITEMS

Health Presentation By Sibanye-Stillwater Rustenburg Operations (refer to the slides)

- Mr Martin Neveling Snr Manager Safety gave a presentation on Safety; he explained to the forum that Vision and Values dictates Sibanye's actions and how the meetings include a Safety moment and Value Safety Presentation by Martin Neveling from Sibanye-Stillwater. Keynotes being on fit for purpose and adopting Industry best practices to improve our safety performance.
- Mr Wickem from Sibanye Rustenburg Operations gave a presentation on the Bow Tie prevention and Mitigation approach

Occupational Health Presentation by Sibanye-Stillwater Marikana Operations(refer to slides)

- Occupational Health Presentation by Doctor Mel Mentz from Sibanye-Stillwater. The Doctor presented a Class Action Court case on Silicosis that approves historic R5bn settlement in Silicosis and TB dated 26 July 2019. He further explained the scope for any employee or beneficiaries who can claim.
- Questions posed to Dr Mentz on how persons can access these funds? He explained that persons who have been working in Gold Mines since 1965 and that have contracted Silicosis or TB can apply with proof of working in Gold. Different Centers will be established around the Country to assist.
- Another question posed -: Can beneficiaries of late employees claim for Silicosis?
- Dr Mentz answered that they can apply for these funds provided they have all the necessary documents.

DMR Update on Safety and Health status in the Region

- DMR presented the National and Regional Statistics
- Quarterly Section 54 Instructions and Section 55 Instruction and key areas of concern (refer to presentation)
- Concern with the increase in the number of Electrical Incidents. The Samancor Electrocutation fatality was mentioned
- Concern on the high rate of failures towards Government Certificates.
- Administrative Fines Issued between April to June 2019.

QUESTIONS TO DMR

1. Instruction to deal with dangerous condition, can you mention, support installation?
Answer: Missing support and support spacing and geological features not supported.
2. What is the DMR's long term plan on those shafts that are having repeat incidents and accidents?
Answer: 55(a) and 55(b) will now be instituted (fines will be issued it is a new strategy.
3. Do you think fines are enough? **Answer: Our enforcement strategy also include coaching, fines and then the third step is recommendations to suspend the license.**
4. Organized Labour holds the opinion that more stringent measures should be enforced to poor performing Mines.

Chairperson's remarks: I understand the suspending of licenses will result in job losses and affect both employees and business, but as employers we need to enforce section 5 of MHSA (respect and uphold our oath of office). We need to work as a collective to bring solutions to our health and safety challenges in our Region.

Stakeholder Engagement and Research Council – Presentation by Richard

- MHSC mandate and overview

- Research needs analysis process

MOSH update on latest work in progress by Adwoa Issaka

- Vision and mission MOSH learning hub
- New website for MOSH
- New website for MOSH (www.mosh.org)
- Progress towards the ledging LP Adoption - Rustenburg is 40%, adoption is poor(Khuseleka mine is leading, At Marikana Operation Rowland and K3 are leading)
- Region should create an FOG sub-committee. 2020 fourth year of adoption.
- SAMI Safety Performance YTD
- Conclusion : All mines should have adopted ledging leading practices by 2020 end of Quarter One.

Feedback From Organized Labour:

- Handover was not done properly to the new Chairperson. All Unions raised an issue around a joint presentation. Their view is that they carry different mandates.
- A concern was raised about the time allocated to them to respond and the venue size. They proposed to be given all the presentations in advance to study and prepare their comments and questions.
- Chairperson's remarks : The issue of Organized Labour will be brought forward to the next STEERCOM

Organized Labour Presentations

NUM

- We need to comply, tripartite must not rush issues
- PI, committed that he will create pocket card for section 22 and 23 of MHSA, and that those card will be handed to employees at the shafts
- There was an agreement that all mines will have a safety day on the same day and DMR will present on that day, employers should commit to this agreement.
- Previously we agreed that we are going to revisit all our systems, and that we are going to empower all our safety representatives.
- Attendance at the Tripartite is not satisfactory.

AMCU

- We are concerned that the previous Chairperson was asked to resign within three months.
- Funding and support of the Tri-Partite Forum. The forum needs attention for it to function properly
- SCSR weight concerns.
- Dust is still a challenge in the region
- WIM PPE is not implemented.
- COIDA, blocks people not to be compensated when they are injured at work. Even employees who were severely injured.
- Contractors: TB and BMI are used to give employees medical incapacity. Employee with incorrect BMI

must be assisted by the company, i.e provide facilities and program

- Provide employees with sustenance in order to ensure that they are healthy to perform their duties.

UASA

- Proper training of employees

WIM (Refer to the slides)

- Women involvement in all Mine's systems and campaigns
- Awareness on sexual harassment
- WIM workshop – Management as decision makers are not attending
- **Annual WIMRTF** is in October 2019. Request for financial support from the mining houses
- Preparation for WIM Indaba – MHSC 21st to 22nd August 2019.
- WIM slogan “Nothing for us, without us”.

Chairperson's remarks

- We need to stand together to achieve ZERO HARM.
- Mr Stuart Sepetla moved to the Northern Cape and he is no longer in the Region.

Meeting adjourned at 10h30.

Mr Thomas Ntuli
NW RTF Chairperson