EVERY MINE WORKER RETURNING FROM WORK UNHARMED EVERY DAY
STRIVING FOR ZERO HARM
# TABLE OF CONTENTS

EXECUTIVE SUMMARY ..................................................................................................................... 3

PART A .................................................................................................................................................. 4

1. INTRODUCTION .................................................................................................................................. 4

2. WELCOME ADDRESS .......................................................................................................................... 4

3. “LEST WE FORGET” .......................................................................................................................... 4

4. PERFORMANCE OF THE 2003 – 2013 MILESTONE ANALYSIS .................................................. 5

   4.1 EMPLOYMENT STATISTICS OVERVIEW ................................................................................. 5

   4.2 REVIEW ON HEALTH AND SAFETY PERFORMANCE ......................................................... 5

   4.3 OUR JOURNEY TO ZERO HARM .............................................................................................. 6

   4.4 MHSC INITIATIVES: CULTURE TRANSFORMATION FRAMEWORK ...................................... 6

5. ADDRESS BY DEPUTY MINISTER OF LABOUR .......................................................................... 7

6. KEYNOTE ADDRESS – MINISTER OF MINERAL RESOURCES ............................................... 8

7. ROUND TABLE DISCUSSION ON PAST TEN YEARS ON OHS PERFORMANCE
   FOR THE SECTOR ............................................................................................................................ 9

   7.1 MINEWORKERS’ EXPERIENCE AND TESTIMONIALS ......................................................... 9

   7.2 DISCUSSIONS .............................................................................................................................. 9

8. CASE STUDIES .................................................................................................................................. 10

   8.1 HARMONY GOLD ....................................................................................................................... 10

   8.2 LONMIN ....................................................................................................................................... 11

   8.3 BHP BILLITON ............................................................................................................................. 12

   8.4 ANGLO AMERICAN THERMAL COAL ...................................................................................... 13

9. THE MINING QUALIFICATIONS AUTHORITY ........................................................................... 13

PART B - GALA DINNER ..................................................................................................................... 15

1. LAUNCH OF CENTRE OF EXCELLENCE AND QUICK WIN PROJECTS ............................. 15

2. INTRODUCTORY REMARKS - MINISTER OF MINERAL RESOURCES ............................ 16

3. RECOGNITION OF STAKEHOLDER GROUPINGS FOR 2003 MILESTONES ..................... 16
PART C .................................................................................................................................................. 18

1. OPENING ........................................................................................................................................... 18
2. WELCOME ......................................................................................................................................... 18
3. KEYNOTE ADDRESS ......................................................................................................................... 18
4. NEW SUMMIT AGREEMENTS ............................................................................................................. 19
   4.1 MILESTONE 1: ELIMINATION OF FATALITIES AND INJURIES ................................................. 20
   4.2 MILESTONE 2: ELIMINATION OF OCCUPATIONAL LUNG DISEASES .................................... 20
   4.3 MILESTONE 3: ELIMINATION OF NOISE INDUCED HEARING LOSS ....................................... 20
   4.4 MILESTONE 4: PREVENTION OF TB AND HIV/AIDS .............................................................. 20
   4.5 MILESTONE 5: CULTURE TRANSFORMATION FRAMEWORK ................................................... 20
   4.6 MILESTONE 6: CENTRE OF EXCELLENCE ................................................................................. 21
5. ROUND TABLE DISCUSSIONS ON THE NEW SUMMIT COMMITMENTS UNDER THE THEME “EVERY MINE WORKER RETURNING FROM WORK UNHARMED EVERY DAY” ................................................................................................................................. 21
6. DECLARATION AND SIGNING OF COMMITMENTS FOR OCCUPATIONAL HEALTH AND SAFETY, CENTRE OF EXCELLENCE AND CULTURE TRANSFORMATION FRAMEWORK ................................................................................................................................. 23
7. CLOSING REMARKS .......................................................................................................................... 23
CONCLUSION ........................................................................................................................................ 24
ABBREVIATIONS ................................................................................................................................... 25
EXECUTIVE SUMMARY

The Mine Health and Safety Council organises a summit every two years to review the state of occupational health and safety and liaises with the Mining Qualifications Authority and any other statutory bodies to discuss issues in the mines. Under the theme “Every mine worker returning home unharmed every day and striving for Zero Harm”, the two-day summit was held at the Birchwood Hotel in Boksburg, Johannesburg on 18-19 November 2014.

The summit was attended by the Tri-partite stakeholders which comprises of labour, government and business. The mining industry has prioritised the occupational health and safety of workers as an integral part of being in business and the sector’s moral obligation to do everything possible to ensure “Zero Harm”.

Significant progress has been made by the sector in reducing fatalities, improving safety, reducing exposure to dust and noise, reducing TB infection rates, implementing more effective TB/HIV infection control and treatment programs and adopting best practice to improve health and safety outcomes.

Over the 2 days, the Summit was attended by approximately 463 (four hundred and sixty-three) delegates representing government, organized labour and mining companies.
PART A

1. INTRODUCTION

The South African mining industry experienced a number of challenges in attaining the ten-year occupational health targets agreed to by the tripartite partners in 2003. These targets focused on the two most prevalent occupational diseases in the mining industry namely; the lung disease silicosis, caused by the inhalation of silica dust, and noise-induced hearing loss (NIHL), resulting from prolonged exposure to noise.

However, research indicates that major problems remain, both on the reporting side, which is the companies’ responsibility and on the collecting and evaluation side, which is the responsibility of the Department of Mineral Resources.

2. WELCOME ADDRESS

DR THIBEDI RAMONTJA – DIRECTOR GENERAL, DEPT OF MINERAL RESOURCES

There has been a reduction in fatalities from 172 in 2008 to 112 during 2012, which can be largely attributed to intensified enforcement measures by the Department.

The Mining Charter remains an important tool to transform the industry.

The Mining sector has a reputation of having a high number of incidents and this has created a bad image for this sector which contributes significantly to the economy of the country.

Large organisations are expected to demonstrate higher standards of corporate governance and greater transparency in reporting incidents.

The combination of operating in a market-driven economy alongside a society that is more aware of risks means that many enterprises realise the significant gains that come from integrating occupational health and safety performance into their wider business models.

3. “LEST WE FORGET”

This was a remembrance of those who passed away in SA mines in 2014. The delegates observed a minute of silence and conveyed their condolences to the families that lost their loved ones in the line of duty.
4. PERFORMANCE OF THE 2003 – 2013 MILESTONE ANALYSIS
MR DAVID MSIZA – CHAIRPERSON, MHSC

The mining industry has been tireless in its efforts to reduce mining fatalities from 615 in 1993 to 270 in 2003 and to 93 in 2013.

Following are critical aspects that are needed to reach the target of Zero Harm:

- The right mind;
- Correct action; and
- Strong collaborative support from stakeholders.

4.1 EMPLOYMENT STATISTICS OVERVIEW

There has been a significant increase in number of people employed by the mining sector in the 2003 – 2013 period. Although there has been a reduction in the number of people employed in the gold sector, there has been an increase in the platinum and coal sectors.

There has also been an increase in female workers employed by the mines; from 10,554 in 2001 to 50,179 in 2013.

4.2 REVIEW ON HEALTH AND SAFETY PERFORMANCE

Generally, there has been a significant drop in occupational diseases, injuries and deaths reported.

Of the occupational diseases, the prevalence of Pulmonary TB cases is the highest; the gold sector with the highest number of cases reported followed by the platinum sector.

The report to the Department of Mineral Resources showed an improvement between 2006 and 2013 on the cases of exposure to airborne pollutants, with most people on the HEG C measurement category.

The industry targeted to eliminate noise induced hearing loss by implementing the hearing conservation programme; which has resulted in an improvement in noise induced hearing loss (NIHL) cases.

There has been a steady reduction in the number of silicosis cases reported.

Other major contributors to mining fatalities are fall of ground, transportation, various mining disasters and machinery. The main contributors of mining disasters are rock burst, explosions and fires.

The industry has also seen a 9% decrease in fatalities and injuries amongst female workers.
Although there has been a significant progress in Occupational Health and Safety across the mines, a collective effort is still required to prevent harm on mine workers. When compared to Australia, Canada and USA, the SA mining sector shows that it is still lagging behind when it comes to safety of workers.

The industry is however encouraged by the fact that there are companies that have not had any fatalities in the last 12 months.

4.3 OUR JOURNEY TO ZERO HARM

The tripartite stakeholders continue to monitor and report on progress in reaching “Zero Harm”.

The journey to Zero Harm has had major milestones which are:

- 1996: The introduction of the Mine Health and Safety Act which was proclaimed by former president, Mr Nelson Mandela.
- 2003: Agreed and set targets and milestones on mining health and safety
- 2008: Presidential health and safety audit

4.4 MHSC INITIATIVES: CULTURE TRANSFORMATION FRAMEWORK

Over the years, the MHSC set about to transform the culture of health and safety in the workplaces to control risks. Research suggests that the organisational culture has an impact on health and safety. In 2011, MHSC launched “changing minds, changing mines” theme with the aim of developing a framework that would guide the South African mining sector into making revolutionary change towards attaining “Zero Harm” as part of the Culture Transformation Framework.

The Culture Transformation Framework has 11 (eleven) pillars, 5 (five) pillars of which have been prioritised:

<table>
<thead>
<tr>
<th>Pillar</th>
<th>Intention</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bonus and performance system</td>
<td>Prioritise Zero Harm ahead of production</td>
</tr>
<tr>
<td>Risk Management</td>
<td>Eliminate risks as their source and investigate root causes</td>
</tr>
<tr>
<td>Leadership</td>
<td>Leaders to lead by example and walk zero harm</td>
</tr>
<tr>
<td>Leading practice</td>
<td>Common approach to identifying and facilitating the adoption of leading OHS practices and research outcomes.</td>
</tr>
<tr>
<td>Elimination of discrimination</td>
<td>No racism, genderism and any forms of unfair discrimination</td>
</tr>
</tbody>
</table>
There are a number of health and safety challenges that are faced by the mining sector namely:

- High number of diseases reported
- None or inadequate reporting of health statistics
- Effective implementation of an integrated HIV/AIDS and TB programme
- Women health, safety and security in the mines
- Effective implementation of the Culture Transformation Framework

Significant and sustainable strides in health and safety have been made in the mining sector. It is through the continued collaboration and adequately responding to the changing landscape that Zero Harm can be achieved in the mining sector.

5. ADDRESS BY DEPUTY MINISTER OF LABOUR
NKOSI SANGO PATEKILE HOLOMISA

More should be done to address mine health and safety. The impact of contracted occupational diseases and injuries sustained at the workplaces is felt beyond the workplaces.

Injuries and diseases contracted at work have the potential to exacerbate unemployment, poverty and overburdens the social security and primary healthcare systems.

The notion of every worker returning home-unharmed everyday requires a holistic overhaul; redefining of the industry and its role in society.

It is possible for the industry to adhere to minimum health and safety standards without an enforcement or government agency forcing them to do so.

Mining companies should appreciate that occupational health and safety not only prevents people from being harmed or made ill through work but it is also an essential part of a successful business.

Operating in a market-driven economy, in a society that is more aware of risks means that many enterprises realise the significant gains to be derived from integrating occupational health and safety performance into their wider business models.

Although focus is on prevention, enforcement agencies will continue pursuing enforcement actions against those who put themselves and others at risk including where there is significant breach of the law.

Social partners must work together to achieve the Constitutional objectives of ensuring that all workers have a right to fair labour practices and have access to an environment which is not harmful to their social wellbeing.
The theme of the summit, “Every mine worker returning home unharmed every day, striving for Zero Harm” will require a real commitment from all stakeholders.

6. KEYNOTE ADDRESS – MINISTER OF MINERAL RESOURCES
HONOURABLE ADVOCATE NGOAKO RAMATLHODI

The Summit provides an opportunity to further engage in dialogue that seeks to accelerate the journey to “Zero Harm”, where every worker will return from work unharmed every day.

In 1994, the Leon Commission of Inquiry was established to conduct a comprehensive review of the state of health and safety on the mines and provide recommendations.

The now repealed Minerals Act focused predominantly on safety issues in the mining industry with no emphasis on promoting the occupational health of miners. This deficiency provided the impetus for the Commission to recommend, amongst others, the drafting of a new Mine Health and Safety Act 29 of 1996 (“MHSA”), which came into effect in January 1997.

It is the duty of the Department of Mineral Resources (DMR) to develop and implement policies and legislation that rightfully recognises the value of the life of each one of the almost 500,000 mineworkers in South Africa.

Occupational health and safety in the mining sector continues to be a major concern and as such, mitigation measures require a multi-pronged approach. A substantial blend of preventive measures, organisational interventions and educational programmes are required to bring about a culture change in the workplace, for workers and management alike.

The department is also focusing on research promotion and building capacity on health and safety. To this end, the Centre of Excellence (CoE) will conduct occupational health and safety research, and facilitate the implementation of research outcomes for the mining sector.

This concept of the CoE gives practical implementation to Chapter 9 of the National Development Plan (NDP) which relates to improving Education, Training and Innovation.

Consistent with DMR’s legislative mandate and against the backdrop of a number of challenges facing the sector, in 2013 all stakeholders were engaged on the proposed Mine Health and Safety Bill amendments. These amendments are aimed at ensuring that mineworkers in this country work in safe and sustainable environments at all times.

The Department continues to be greatly concerned about the health and safety of female workers including the inhumane treatment by fellow workers in some of the underground workplaces.
Occupational health management systems continue to make an important contribution to the protection of workers from hazards and the elimination of work-related illness, however, the number of occupational diseases including silicosis, noise-induced hearing loss and pulmonary TB are still excessively high.

In addition, the industry is increasingly faced with illegal mining challenges that tend to also negatively impact on the safety of not only the illegal miners themselves, but also on workers in operational mines.

7. ROUND TABLE DISCUSSION ON PAST TEN YEARS ON OHS PERFORMANCE FOR THE SECTOR

This segment was informed by questions received from the audience and earlier discussions.

7.1 MINEWORKERS' EXPERIENCE AND TESTIMONIALS

The mineworkers' accounts of their experiences highlighted the following:

- The importance of adherence to safety measures;
- The role played by team leaders to the adherence to rules and regulations;
- The challenges faced by women mineworkers;
- The gaps that exist between the designers of safety standards and the workers who must implement those standards;
- Using incapacitation of mineworkers as a tool of retrenchment;
- The importance of correct protective clothing and equipment;
- The threat of illegal miners;
- The racism that still exists in the mining industry.

7.2 DISCUSSIONS

FACILITATOR: Ms. Nikiwe Bikitsha

PANEL MEMBERS:

- Minister of Mineral Resources – Honourable Advocate Ngoako Ramatlhodi
- Vice President, Chamber of Mines – Mr. Graham Briggs
- Chairperson, SAMDA – Mr. Peter Temane
- General Secretary, NUM – Mr. Frans Baleni
- President, UASA – Mr. Koos Bezuidenhout
- President, AMCU – Mr. Joseph Mathunjwa
- Head of Health and Safety, Solidarity – Mr. Leigh McMaster
Although there is commitment to Zero Harm, gaps still exist. The industry is putting preventative measures to ensure that mineworkers can perform their duties without putting themselves in danger. There is a need to involve mineworkers to create a link between the training provided and the actual risks they face underground.

To mitigate the risk of slacking on safety measures to reach production targets, the remuneration system needs to be reviewed to ensure that it comprises of safety related achievements. The current labour laws do not provide a legal recourse for companies if a worker is injured and this will result in “Zero Harm” not being attained. More research is required to improve the efficiencies in the mining industry to ensure that resources are allocated where they are needed. Continued work by the DMR is required to strengthen and enforce health and safety measures.

The safety of women in mining remains a serious concern as the environment is currently not conducive to welcoming women. The killing of women in mines is classified as a criminal issue instead of a work fatality. There needs to be a change of male attitude towards female mineworkers, which can be achieved through various awareness programmes. Research into the reasons behind women working in the mines would inform interventions required in the mines.

Health and Safety has been included as a Key Performance Indicator in most mines’ Chief Executive Officers (CEOs).

8. CASE STUDIES

Mining companies shared programmes they have put in place to promote health and safety in their workplaces.

8.1 HARMONY GOLD

DUST MANAGEMENT STRATEGY AT HARMONY

The company embarked on awareness and training which involved pictorial campaigns; silicosis prevention training; competitions to raise awareness of silicosis. These programmes are available as e-learning material which is sent to workers’ phones.

As part of the dust management strategy, Harmony implemented engineering controls in the form of foggers; airway spray systems; spray cars; multistage filtration; winch covers; tip covers and tip filters.

The mine continuously performs risk e-profiling to connect various illnesses that workers complain about to an area and group of people; and then investigate and isolate root causes.
This is done to prevent the spread of illness to other areas as well as to contain the disease and treat it as early as it presents itself.

Mr Briggs also reported that they have a pro-active healthcare strategy based on early identification of health risks and diseases. The mine has shaft based medical hubs which comprise of teams of 25-35 per hub providing a 24 hour service. Each team has a social worker, health educator, primary health care doctor and occupational health specialist.

The strategy also has a surveillance and screening component to it. This involves mass yearly case finding, yearly compulsory 100% HIV counselling and early TB detection using advance technology called Gene X-pert.

The mine reported that they have seen:
- Sick leave trends decline by 25%;
- Hospitalisations cost declined by 35%;
- Decline in the mortality rate;
- TB incidence is not coming down but still at an acceptable level.

### 8.2 LONMIN

**WHAT WE DID TO IMPROVE FROM AN LTIFR OF 18.1 TO 3.34**

During 2010 Lonmin started working on improving entry examination so as to ensure zero injuries.

DMR assisted Lonmin with a way of putting a risk rating system in the workplace using normal planning and rock engineering.

The mine also introduced netting to prevent rock fall and for roof support. Previously the net was installed to support the roof only. The mine has since introduced drop down side netting and rolled out the initiative to all its mines. This has proved very efficient in holding falling stones.

Lonmin is looking at improving its efforts towards Zero Harm by balancing behavioural safety with KPI for safe and efficient working processes. They will also be working towards efficient delivery of production targets through re-emphasising the importance of a Safety Business Review process to improvement systems.
LONMIN WOMEN IN MINING JOURNEY

To address safety for women and create a conducive working environment, the Lonmin women in mining team started their assessment by looking at the protective clothing. The safety team strove to provide PPE for women that fits correctly (size and design), is comfortable and takes into account the physique of a female body.

8.3 BHP BILLITON

BHP Billiton has shown a steady improvement in fatality elimination since the merger in 2001, although some years were not without challenges.

The 2014 Financial Year which ended on 30th June this year was the first year after the merging of the two companies BHP and Billiton and the Board demanded an improvement in safety. A Sustainability Committee was formed of board members to whom the CEO reported. The corporate Health, Safety, Environment and Community (HSEC) team was tasked with analysing all fatalities reported by either entity as well as some external events where there was valid information. From this analysis, the Fatal Risk Control Protocol (FRCP) was born.

The analysis also showed that the vast majority of fatalities resulted from regularly undertaken tasks which, if properly controlled may have prevented the fatality.

The FRCP was mandated with minimum standards for equipment, procedures and behaviours which are applicable to all projects, operations and facilities across the globe. Business leaders were and continue to be measured against their operations compliance to the standards.

BHP Billiton treats near fatalities where somebody got injured but no one was killed as a serious breach of safety protocols. These events are treated in the same manner as fatalities and given attention at the highest levels of the organisation.

To drive a more observant workforce, a system to report Zero Energy Events (ZEE) was imposed. ZEEs’ are the hazards or at-risk behaviours where no energy was released and no harm occurred but might have; these include someone working at height without a safety harness, a boulder teetering on the highwall, a trench without a barrier and someone driving without wearing a seatbelt.

A close correlation has been noticed over a long time between the increase in ZEEs’ and the decrease in the Total Recordable Injury Frequency (TRIF).

Senior management is also expected to be seen in the workplace and undertake various observations, discussions, measurements and verifications.
At BHP Billiton the culture has changed from individual responsibility driving fear, to a more collaborative approach where everyone is encouraged to engage and bad news is not penalised.

## 8.4 ANGLO AMERICAN THERMAL COAL

The Proximity Detection System (PDS) was developed as the occurrence of near misses in both hard rock and coal mining companies as too high.

Numerous safety incidents reported related to collisions between vehicles and people in underground mines. Therefore, Proximity Detection Systems (PDS) were introduced.

**PDS CW: Proximity Detection System – Collision Warning** is a system fitted to Trackless Mobile Machines (TMMs) and in cap lamps/other devices that are able to warn both operators and pedestrians of the presence of each other. The system is not interfaced to the machine to slow down or stop the TMM.

**PDS CA: Proximity Detection System – Collision Avoidance** is a system fitted to TMMs and in cap lamps/other devices that are able to warn both operator and pedestrian of the presence of each other. The system is interfaced to the machine to slow down or stop the TMM.

Collision Avoidance systems offer an untapped potential to provide an engineering control to plug holes in safety measures. The PDS technology will increase the quality of controls in place to prevent collisions.

Technology alone will not cause collisions to be avoided, reliance on people remains, but technology can assist. Control continuum between proximity detection and triggered plant shutdown.

## 9. THE MINING QUALIFICATIONS AUTHORITY

The Mining Qualifications Authority (MQA) is a Sector Education and Training Authority (SETA) responsible for the administration of skills development programmes for the mining and minerals sector in South Africa. It was first established under the Mine Health and Safety Act No.29 of 1996 and later registered as a SETA under the Skills Development Act No.97 of 1998.

The Strategic Goals of the MQA are to:

- Support transformation of the sector through skills development
- Support objective decision making for skills development through research in the sector
- Enhance knowledge management for skills development in the sector
- Facilitate and support the implementation of core sector skills and develop programmes aligned to the sector qualifications
- Implement the monitoring, evaluation and review of the delivery capacity and quality of training and development in the sector
- To run an efficient, effective and transparent corporate governance system within the legislative framework

The MQA operates in an environment that is influenced by policy, the economy of the country, environmental issues, social dynamics and the changing face of mining.

The MQA has made considerable contribution to the Mining Charter in:
- Human resources development
- Mine community development
- Sustainable development and growth
- Contributing towards beneficiation
PART B - GALA DINNER

1. LAUNCH OF CENTRE OF EXCELLENCE AND QUICK WIN PROJECTS

MR. THABO DUBE – MHSC CEO

Work to launch the Centre of Excellence (CoE) started in 2008.

Mining research in South Africa has seen major restructuring in 1990, which resulted in reduction of research capacity, an increase in small consultancies, diminishing dominance in research and development and fragmented research.

A paradigm shift at the 2008 summit resulted in an action plan being developed to further drive significant improvements in OHS performance; and establish the CoE to focus on key thematic research areas, enhance research capacity and provide high quality training in innovative and competitive research.

The rationale behind the CoE is to enhance capacity through collaboration; develop beneficial relationships; attract and retain top research talent; provide high quality training; and facilitate education and training in partnership with the MQA.

The CoE Task Team visited local research providers and other organisations, and international research organisations in Canada, Australia and the USA.

The CoE was established after considering the following options:

- New physical centre
- Virtual centre
- Existing centre with links

The CoE also identified Quick Win Projects are in the following areas:

- Understanding the impact of technology on people in SA mining industry;
- Underground and surface communications systems integration;
- Rockmass condition assessment tools;
- Independent support equipment testing capacity;
- Continuous dust monitoring and suppression;
- Diesel particulate matter measurement and controls;
- Missing person location system;
- Collision avoidance management systems; and
- Statutory equipment.

The CoE will be operational by April 2015.

The Memorandum of Association was signed by all the research partners.
2. INTRODUCTORY REMARKS - MINISTER OF MINERAL RESOURCES
HONOURABLE ADVOCATE NGOAKO RAMATLHODI

The day was that of enrichment and enlightening constructive deliberations.

The commitment of the tripartite partners in realising the objective to improve the lives of the mining workforce is encouraging. The occasion is also an opportunity to reflect on how the freedom and democracy in our country was achieved.

South Africa is ranked as the wealthiest mining country in terms of non-energy commodities.

The theme of this year's summit resonates the message that the growth and development of our economy and society should not be at the expense of people. Achieving the goals and targets outline in the economic development vision, the NDP, the health safety and working conditions of workers should be significantly improved.

Strides have been made in the past two decades to ensure that the health and safety of the mineworkers is improved. This is done with the collaboration of government and stakeholders within the mining industry. Decisive and collective efforts are required to halt the tide of further damage to future generations and denying South Africans and Africans from living healthy and fulfilling lives.

Education and training is the key that will unlock the full capacity and potential of mineworkers, as this would ultimately increase productivity and add value to the company; ensuring improved health and safety.

All stakeholders are urged to go beyond the launch of the Centre of Excellence to put in place resources for further support to achieve the goal of Zero Harm.

3. RECOGNITION OF STAKEHOLDER GROUPINGS FOR 2003 MILESTONES
CELEBRATING 20 YEARS OF DEMOCRACY AND REFLECTING ON 18 YEARS OF EXISTENCE OF THE MINE HEALTH AND SAFETY ACT AND MHSC

The following people representing various organisations who were instrumental in implementing the visions of 2003 were given Certifications of Recognition:

- Prof May Hermanus – University of the Witwatersrand
- Dr John Stewart
- Mr. Senzeni Zokwana – Former President, NUM
- Mr. Frans Baleni – General Secretary, NUM
- Mr. Frans Sterling – UASA
- Mr. Mike Teke – President, Chamber of Mines
- Dr. Thibedi Ramontja – Director General, Department of Mineral Resources

Memorabilia was presented to:
- Minister of Mineral Resources - Honourable Advocate Ngoako Ramatlhodi
- Deputy Minister Department of Mineral Resources – Mr Godfrey Oliphant
- Deputy Minister Department of Labour – Nkosi Patekile Holomisa
- Minister of Health – Dr Aaron Motsoaledi
PART C

1. OPENING

After listening to the challenges that are faced by the mining industry and all the initiatives yesterday, today we are looking into the future. The second day of the summit is about how the milestones will be implemented.

2. WELCOME
MR THABO DUBE - MHSC CEO

On the first day of the summit the mining houses showcased the various initiatives they have undertaken to reach Zero Harm.

The delegates heard about the challenges and positives in mining. There are challenges faced by women in mining, health and safety issues, occupational health and safety issues. The Centre of Excellence (CoE) was launched and an overview of how research will be conducted was given.

On the second day the Department of Health will table the initiatives that can be implemented to ensure that the mining industry is in line with the objectives of the department.

An agreement between the tri-partite stakeholders on the commitments of occupational health and safety will be signed.

3. KEYNOTE ADDRESS
DR YOGAN PILLAY – DEPUTY DIRECTOR GENERAL, DEPARTMENT OF HEALTH

SCALING UP RESPONSE TO THE TB EPIDEMIC IN THE MINING INDUSTRY

The topic from the Department of Health (DoH) was a call for strengthening partnership between government departments, mining houses, labour and civil society organisations.

Globally, there are approximately 9 million new cases of TB every year of which 13% are HIV-associated. The number of estimated deaths globally is 1.5 million and 24% of these deaths are HIV-associated.

There is a huge burden of missed TB cases as an untreated TB case can infect up to 15 people.

The vision for the DoH is to have a world free of TB. This means zero deaths from TB, zero TB disease and zero TB suffering. These targets have also been adopted globally.
The “End TB Strategy” has three major pillars and four principles which govern the reduction of TB.

To reach the target of a world free of TB, more research and development is required; new prevention methods, new vaccine, case management and treatment of new cases are needed. All stakeholders must work together in finding a new vaccine for TB.

TB in Mining is a Pan African problem. The SADC Heads of State signed a declaration on TB and Mining in August 2012. South Africa convened a TB and Mining High Level Ministerial Conference in March 2014 which was hosted by the Deputy President.

The TB infection rate in South African mines is higher than in the general population as they are exposed to multiple risk factors. According to the statistics from the Chief Inspector of Mines, in 2013 TB cases were approximately 50% of the total occupational diseases.

Screening for TB and testing for HIV in the mining communities is done and it has been discovered that dealing with TB and HIV in the mining communities is effective if the communities are also involved in treatment and preventative initiatives.

The mines should have planned activities to ensure access for about 500,000 workers to regular TB prevention, screening and treatment.

The expected key outcomes would be an increased TB treatment success rate and an increase number of MDR-TB cases initiated on treatment.

TB is a problem which must be dealt with as a matter of urgency. There is a need for all stakeholders to work together to decrease TB incidence in mining communities.

4. NEW SUMMIT AGREEMENTS

MR DAVID MSIZA - MHSC CHAIRPERSON

The intent of the 2014 OHS milestones is to further accelerate the Journey to Zero Harm. The MHSC’s Culture Transformation Framework (CTF) and the Centre of Excellence (CoE) will be the pivotal drivers in accelerating this journey.

The milestones were developed in collaboration with all stakeholders and agreed upon by the principals. These efforts will ensure learning and participative culture where all are treated with care, respect and dignity.
4.1 **MILESTONE 1: ELIMINATION OF FATALITIES AND INJURIES**

Every mining company must have a target of zero fatalities and these should be eliminated by 2020.

December 2016 – 20% reduction in serious injuries per year.

From January 2017 - 20% reduction in lost time injuries (LTI) per year.

4.2 **MILESTONE 2: ELIMINATION OF OCCUPATIONAL LUNG DISEASES**

By December 2014:
- 95% of all individual exposure measurement results to be below milestone level for respirable crystalline silica of 0.05 mg/m³
- 95% of all individual exposure measurement results to be below the milestone level for platinum dust respirable particulate of 1.5 mg/m³
- 95% of all individual exposure measurement results to be below the milestone level for coal dust respirable particulate of 1.5 mg/m³
- No new cases of silicosis, pneumoconiosis, coal worker's pneumoconiosis should occur amongst previously unexposed individuals.

4.3 **MILESTONE 3: ELIMINATION OF NOISE INDUCED HEARING LOSS**

December 2024 - total operational noise emitted by equipment should not exceed 107 dB (A).

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

4.4 **MILESTONE 4: PREVENTION OF TB AND HIV/AIDS**

By December 2024 - TB incidence rate should be at or below the National TB incident rate.

100% employees offered HIV Counselling and Testing (HCT) annually and all eligible employees linked to an Anti-Retroviral Treatment (ART) programme as per the National Strategic Plan (NSP).

4.5 **MILESTONE 5: CULTURE TRANSFORMATION FRAMEWORK**

The following pillars of the approved Culture Transformation Framework will be 100% implemented by 2020:
- Leadership Pillar
- Risk Management Pillar
- Bonus and Performance Incentive Pillar
- Data Management Pillar
- Diversity Management Pillar
- Leading Practice Pillar

The following pillars of the approved framework will be implemented by 2020:
- Integrated Mining Activity Pillar
- Technology Pillar
- Inspectorate Pillar
- Tripartism Pillar
- Regulatory Frame Pillar

4.6 **MILESTONE 6: CENTRE OF EXCELLENCE**

Milestone 6 deals with the implementation of the Centre of Excellence (CoE). The following activities are linked to this milestone:
- Launch the CoE
- Undertake Quick Win projects
- Technology and knowledge transfer of Quick Win projects
- The CoE to be fully operational by 01st April 2016.

5. **ROUND TABLE DISCUSSIONS ON THE NEW SUMMIT COMMITMENTS UNDER THE THEME “EVERY MINE WORKER RETURNING FROM WORK UNHARMED EVERY DAY”**

**FACILITATOR:** Nikiwe Bikitsa

**PANEL MEMBERS:**
- Deputy Minister of Mineral Resources – Mr Godfrey Oliphant
- National Secretary: Health and Safety, NUM - Mr Eric Gcilitshana
- General Secretary, AMCU – Mr Jeffrey Mphahlele
- General Secretary, Solidarity. - Mr Gideon Du Plessis
- CEO, UASA – Mr Koos Bezuidenhout
- President, Chamber of Mines of South Africa. – Mr Mike Teke
- Chairperson, SAMDA – Mr Mike Temane

There has been an extensive discussion of issues and challenges in the mining industry in the first day of the summit. The focus on the second day is on implementation of the initiatives.
The unions are committed to the journey to “Zero Harm” and the implementation of the milestones. These will play a central role in their health and safety meetings. Violation of health and safety rules and regulations will be dealt with seriously. The respective Ministers of DoL, DoH and DMR should work together to ensure implementation of the milestones. The CoE is viewed to be of benefit if the mineworkers are involved. There are experts employed by the unions who can provide their expertise to the work of the CoE. Monitoring and evaluating the work of the CoE is clearly set out in the Memorandum of Understanding.

There is general commitment of the stakeholders to a holistic approach to health and safety, and participate in the culture transformation.

As the MHSC represents all stakeholders it is expected to take a lead in the process of resolving health and safety challenges and provide action plans in terms of compensation.

Government acknowledges that mining is good for the economy but comes with challenges for the environment and, health and safety. Plans need to be in place for resource centres and the availability of accurate data.

The capacity to enforce compliance by the industry to legislation remains a challenge. Throughout the Summit it has been demonstrated that no individual party can achieve the milestones on their own. Strict monitoring and adherence to the commitments and implementation of the milestones can be achieved through all the stakeholders working together. However, the timeframes for the achievement of the milestones is a concern as more lives continue to be lost.

A compensation system for mineworkers was proposed in April 2015, such that a time frame has not been allocated to this. Of importance is that there should be integration between the government and other agencies so as to ensure that one system is implemented.

Although there are no answers yet on the alleviation of medical expenses for ex-miners, this issue is being noted and will be addressed.

Growing illegal mining is another challenge that needs to be put on the agenda and taken forward.

A Mineworkers Indaba should be held to discuss these issues by unions together to further ensure integration of all systems.

After all the deliberations it is agreed that all the stakeholders are clear of what needs to be done and by whom.
6. DECLARATION AND SIGNING OF COMMITMENTS FOR OCCUPATIONAL HEALTH AND SAFETY, CENTRE OF EXCELLENCE AND CULTURE TRANSFORMATION FRAMEWORK

The declarations were signed by representatives from labour, government and business.

7. CLOSING REMARKS

MR GODFREY OLIPHANT - DEPUTY MINISTER OF MINERAL RESOURCES

It is commendable that in the last two days all have demonstrated willingness to share and learn from one other. Various presenters showcased what their organisations are doing to ensure “Zero Harm” and adherence to rules, regulations and procedures as well as communication and awareness initiatives they have embarked upon to educate their workers.

The theme of the summit “Every Mine worker returning home from work unharmed everyday” is befitting in terms of the ultimate goal of achieving “Zero Harm”.

With the increase of people employed in the mining industry since 2003 the challenge of employment of people who are adverse to the risk involved or using contractors who are not aligned to the mining sector and do not adhere to the safety standards, is increasing.

Illegal mining has been identified as a serious concern which needs a collective effort from all relevant stakeholders.

Although there has been significant improvement, immense challenges still remain.

Stakeholders are greatly concerned about the current health and safety of female workers and the mining industry cannot afford to have female workers being attacked underground.

There is also a resounding call for an adequate compensation and rehabilitation system for mine workers who have suffered as a result of dangerous working conditions in the sector.

The discussions about a mind-set change need to continue and workers need to be involved in developing effective programs to improve health and safety, so as to engage fully in the process.

The New Summit Commitments and the launch of the CoE will play a significant role in ensuring that the goal of Zero Harm is achieved.

The health and safety of mineworkers remains a collective effort. It is the responsibility that all stakeholders to continue to give it the dedicated attention and focus it deserved.
CONCLUSION

To eradicate silicosis and other occupational diseases in the mining industry requires the absolute cooperation and commitment of the tripartite stakeholders.
## ABBREVIATIONS

<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>AMCU</td>
<td>Association of Mineworkers and Contraction Union</td>
</tr>
<tr>
<td>ART</td>
<td>Anti-Retroviral Treatment</td>
</tr>
<tr>
<td>CoE</td>
<td>Centre Of Excellence</td>
</tr>
<tr>
<td>CTF</td>
<td>Culture Transformation Framework</td>
</tr>
<tr>
<td>DoH</td>
<td>Department of Health</td>
</tr>
<tr>
<td>DoL</td>
<td>Department of Labour</td>
</tr>
<tr>
<td>DMR</td>
<td>Department of Mineral Resources</td>
</tr>
<tr>
<td>HCT</td>
<td>HIV Counselling and Testing</td>
</tr>
<tr>
<td>HEG</td>
<td>Hand Ejector Gold</td>
</tr>
<tr>
<td>HIV</td>
<td>Human Immunodeficiency Virus</td>
</tr>
<tr>
<td>KPI</td>
<td>Key Performance Indicator</td>
</tr>
<tr>
<td>LTI</td>
<td>Lost Time Injuries</td>
</tr>
<tr>
<td>MDR-TB</td>
<td>Multi-Drug Resistant Tuberculosis</td>
</tr>
<tr>
<td>MHSC</td>
<td>Mine Health and Safety Council</td>
</tr>
<tr>
<td>NDP</td>
<td>National Development Plan</td>
</tr>
<tr>
<td>NIHL</td>
<td>Noise-Induced Hearing Loss</td>
</tr>
<tr>
<td>NIOH</td>
<td>National Institute of Occupational Health</td>
</tr>
<tr>
<td>NUM</td>
<td>National Union of Mineworkers</td>
</tr>
<tr>
<td>OHS</td>
<td>Occupational Health Safety</td>
</tr>
<tr>
<td>SADC</td>
<td>Southern Africa Development Council</td>
</tr>
<tr>
<td>SAMDA</td>
<td>South African Mining Development Association</td>
</tr>
<tr>
<td>STS</td>
<td>Standard Threshold Shift</td>
</tr>
<tr>
<td>TB</td>
<td>Tuberculosis</td>
</tr>
<tr>
<td>UASA</td>
<td>United Association of South Africa</td>
</tr>
</tbody>
</table>