



MINE HEALTH AND SAFETY COUNCIL

***“EVERY MINE WORKER RETURNING FROM WORK UNHARMED EVERY DAY.
STRIVING FOR ZERO HARM”***

2014 Occupational Health and Safety Summit Milestones

PREAMBLE

The Mine Health and Safety Council (MHSC), as per the mandate of the Mine Health and Safety Act of 1996 as amended, must at least every two years arrange and coordinate a tripartite summit to review the state of health and safety. This summit is the 10th anniversary of the 2003 Occupational Health and Safety milestones and builds on the significant progress made by the Tripartite Stakeholders in striving for the target of zero harm to ensure that every mine worker returns from work unharmed every day.

In support of the National Development Plan of South Africa, the following commitments and action plans have been developed that will focus on:

- Occupational Safety;
- Occupational Health;
- HIV/AIDS and Tuberculosis (TB); and
- Culture Transformation.

The intent of the milestones that follow is to further accelerate our journey to zero harm. The implementation of risk-specific activities will help achieve the Occupational Health and Safety Milestones in that it will strive for ZERO HARM, ensuring that every mine worker returns from work unharmed every day.

The MHSC's Culture Transformation Framework (CTF) and the Centre of Excellence (CoE) will be pivotal drivers in accelerating our journey to zero harm. Considering that the Centre of Excellence is a driver towards ZERO HARM, the CoE will strive to undertake focussed and directed activities that will seek to:

- Eliminate exposure to high occupational health and safety risks.
- Improve asset utilisation.
- Facilitate the up-skilling of mine employees.
- Support the socio-economic opportunities through mining.

It has become increasingly important to also focus on organisational human factors that have an impact on the outcome of health and safety performance, with health and safety culture recognised as having a definitive impact on the outcome of the incident.

Our 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.

VISION

We the Principals representing the State, Organised Labour and Employers (“the stakeholders”) assembled on the 19th of November 2014 agree to individual and collective efforts, to strive for the target of zero harm ensuring that every mine worker shall return from work unharmed every day.

MISSION

Each member of the South African Mining Industry, shall (led by the leaders and principals), adhere to the values of care, dignity, respect, accountability, honesty, integrity, transparency, equity and equality.

PLEDGE

We, the Principals, hereby pledge our commitment to the target of zero harm such that EVERY MINE WORKER SHALL RETURN FROM WORK UNHARMED EVERY DAY. STRIVING FOR ZERO HARM.

Principals of Stakeholders within the South African Mining Sector		
On behalf of the State	On behalf of the Organised Labour	On behalf of the Organised Business
Name:	Name:	Name:
Name of Organisation:	Name of Organisation:	Name of Organisation:
Designation:	Designation:	Designation:
Signature:	Signature:	Signature:
Name:	Name:	Name:
Name of Organisation:	Name of Organisation:	Name of Organisation:
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	Name:	
	Name of Organisation:	
	Designation:	
	Signature:	

MILESTONES AND SUPPORTING ACTION PLAN

Under the spirit of tripartism, all stakeholders will work collectively for the achievement of the action plan. The lead responsibility of the activity is assigned to one stakeholder, however, the involvement of supporting stakeholders is paramount.

OCCUPATIONAL SAFETY		MILESTONE	OBJECTIVE	ACTIVITY	RESPONSIBILITY		Due Date
					LEAD	SUPPORTING	
ELIMINATION OF FATALITIES AND INJURIES		<ul style="list-style-type: none"> Every Fatality is one too many, we will eliminate fatalities by December 2020. Every mining company must have a target of ZERO FATALITIES. 	Elimination of : <ul style="list-style-type: none"> Rock related incidents Transport and Mining incidents Railbound Equipment incidents Fires and Explosions incidents under the classification of General types of accidents. 	i. Timely adopt identified leading practices in line with a guideline as per the Leading Practice Pillar of the CTF. ii. Timely adopt identified research outcomes in line with a guideline as per the Leading Practice Pillar of the CTF. iii. Programme of work per objective to be identified, developed and implemented. <i>(Adoption refers to the full process as per the defined MHSC Guideline for Adoption and must be fully inclusive of all stakeholders).</i>	i. Employers	i. Org. Labour, State	i. Annually
		<ul style="list-style-type: none"> Up to December 2016, 20% reduction in Serious Injuries* per year. From January 2017, 20% reduction in Lost Time Injuries (LTI**) per year. <p>*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 of more or which causes the injured employee to suffer the loss of a joint, or part of a joint, or sustain a permanent disability.</p> <p>**LTI is any injury which incapacitates the injured employee's normal or similar occupation the next calendar day.</p>			ii. Employers	ii. Org. Labour, State,	ii. Annually
REHABILITATION OF MINE WORKERS INJURED IN THE LINE OF DUTY			Rehabilitation of mine workers injured in the line of duty	Investigate rehabilitation of employees who have been incapacitated also considering assistance provided to such employees.	DoL	Org. Labour, State. Employers and MHSC	Annually



VISION OF ZERO HARM:

Working together for every mine worker to return from work unharmed every day



OCCUPATIONAL HEALTH	MILESTONE	OBJECTIVE	ACTIVITY	RESPONSIBILITY		DUE DATE
				LEAD	SUPPORTING	
ELIMINATION OF OCCUPATIONAL LUNG DISEASES	To eliminate Silicosis: <ul style="list-style-type: none"> By December 2024, 95% of all exposure measurement results will be below the milestone level for respirable crystalline silica of 0.05 mg/m³ (these results are individual readings and not average results). Using present diagnostic techniques, no new cases of silicosis will occur amongst previously unexposed individuals. (<i>“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</i>) 	<ul style="list-style-type: none"> Elimination of: <ul style="list-style-type: none"> Silicosis Pneumoconiosis Coal Workers Pneumoconiosis 	i. Timely adopt identified leading practices in line with a guideline as per the Leading Practice Pillar of the CTF.	i. Employers	i. Org. Labour, State	i. Annually
			ii. Timely adopt identified research outcomes in line with a guideline as per the Leading Practice Pillar of the CTF.	ii. Employers	ii. Org. Labour, State,	ii. Annually
			iii. Programme of work per objective to be identified, developed and implemented. (<i>Adoption refers to the full process as per the defined MHSC Guideline for Adoption and must be fully inclusive of all stakeholders</i>).	iii. MHSC	iii. Employers, Org. Labour, State	iii. 31 March 2015
	To eliminate pneumoconiosis <ul style="list-style-type: none"> By December 2024, 95% of all exposure measurement results will be below the milestone level for platinum dust respirable particulate of 1.5 mg/m³ (<5% crystalline silica) (these results are individual readings and not average results). Using present diagnostic techniques, no new cases of 		i. Timely adopt identified leading practices in line with a guideline as per the Leading Practice Pillar of the CTF.	i. Employers	i. Org. Labour, State	i. Annually
			ii. Timely adopt identified research outcomes in line	ii. Employers	ii. Org. Labour, State,	ii. Annually

	<p>pneumoconiosis will occur amongst previously unexposed individuals. <i>("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)</i></p>		<p>iii. with a guideline as per the Leading Practice Pillar of the CTF. Programme of work per objective to be identified, developed and implemented. <i>(Adoption refers to the full process as per the defined MHSC Guideline for Adoption and must be fully inclusive of all stakeholders).</i></p>	<p>iii. MHSC</p>	<p>iii. Employers, Org. Labour, State</p>	<p>iii. 31 March 2015</p>
	<p>To eliminate Coal Workers Pneumoconiosis</p> <ul style="list-style-type: none"> By December 2024, 95% of all exposure measurement results will be below the milestone level for coal dust respirable particulate of 1.5 mg/m³ (<5% crystalline silica) (these results are individual readings and not average results). Using present diagnostic techniques, no new cases of coal workers pneumoconiosis will occur amongst previously unexposed individuals. <i>("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)</i> 		<p>i. Timely adopt identified leading practices in line with a guideline as per the Leading Practice Pillar of the CTF. ii. Timely adopt identified research outcomes in line with a guideline as per the Leading Practice Pillar of the CTF. iii. Programme of work per objective to be identified, developed and implemented. <i>(Adoption refers to the full process as per the defined MHSC Guideline for Adoption and must be fully inclusive of all stakeholders).</i></p>	<p>i. Employers ii. Employers iii. MHSC</p>	<p>i. Org. Labour, State ii. Org. Labour, State, iii. Employers , Org. Labour, State</p>	<p>i. Annually ii. Annually iii. 31 March 2015</p>



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OCCUPATIONAL HEALTH	MILESTONE	OBJECTIVE	ACTIVITY	RESPONSIBILITY		DUE DATE
				LEAD	SUPPORTING	
ELIMINATION OF NOISE-INDUCED HEARING LOSS	Through the quietening of equipment <ul style="list-style-type: none"> 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). (<i>This milestone of the sound pressure levels will be verified by initiatives under the CoE and MOSH and reviewed in 2016</i>) 	Elimination of Noise Induced Hearing Loss	i. Timely adopt identified leading practices in line with a guideline as per the Leading Practice Pillar of the CTF. ii. Timely adopt identified research outcomes in line with a guideline as per the Leading Practice Pillar of the CTF. iii. Programme of work to be identified, developed and implemented. <i>(Adoption refers to the full process as per the defined MHSC Guideline for Adoption and must be fully inclusive of all stakeholders).</i>	i. Employers ii. Employers iii. MHSC	i. Org. Labour, State ii. Org. Labour, State, iii. Employers, Org. Labour, State	i. Annually ii. Annually iii. 31 March 2015
	For the individual <ul style="list-style-type: none"> 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. 		i. Timely adopt identified leading practices in line with a guideline as per the Leading Practice Pillar of the CTF. ii. Timely adopt identified research outcomes in line with a guideline as per the Leading	i. Employers ii. Employers	i. Org. Labour, State ii. Org. Labour, State,	i. Annually ii. Annually

			<p>Practice Pillar of the CTF.</p> <p>iii. Programme of work to be identified, developed and implemented.</p> <p>iv. Develop and Implement new software to measure Standard Threshold Shift (STS).</p> <p>v. Do baseline on STS (<i>Adoption refers to the full process as per the defined MHSC Guideline for Adoption and must be fully inclusive of all stakeholders</i>).</p>	<p>iii. MHSC</p> <p>iv. Employers</p> <p>v. Employers</p>	<p>iii. Employers, Org. Labour, State</p> <p>iv. Employers, Org. Labour, State</p> <p>v. Employers, Org. Labour, State</p>	<p>iii. 31 March 2015</p> <p>iv. 31 Dec 2016</p> <p>v. 31 Dec 2017</p>
INTEGRATE AND SIMPLIFY COMPENSATION SYSTEMS			Establish a multi-stakeholder team to consider different compensation systems.	DoH	MHSC, Org. Labour, State, Employers, RMA, DoL	March 2015





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TB and HIV/AIDS	MILESTONE	OBJECTIVE	ACTIVITY	RESPONSIBILITY		DUE DATE
				LEAD	SUPPORTING	
PREVENTION OF TB and HIV/AIDS	Reduction and prevention of TB, HIV & AIDS infections <ul style="list-style-type: none"> • 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. 	<ul style="list-style-type: none"> • Reduction and prevention of TB, HIV & AIDS infections 	i. Implement the DoH IPT policy.	i. Employers	i. Org. labour, State, DoH, DoL	i. Annually
			ii. Implement the TB audit tool.	ii. Employers	ii. Org. Labour, State, DOH, DoL	ii. Annually
			iii. Timely adopt identified research outcomes in line with a guideline as per the Leading Practice Pillar of the CTF.	iii. Employers	iii. Org. Labour, State, DoH, DoL	iii. Annually
			iv. Implement the DoH guideline on ART.	iv. Employers	iv. Org. Labour, State, DoH, DoL	iv. Annually
			v. Symptomatically screen (via a Cough questionnaire) all employees for TB.	v. Employers	v. Org. Labour, State, DoH, DoL	v. Annually
			vi. Develop and implement the Integrated Policy and guideline for the management and reporting for HIV/AIDS, TB & Silicosis.	vi. MHSC (develop) Employers (implement)	vi. Org. Labour, State, DoH, DoL	vi. 31 Dec 2015
			vii. Promote access to	vii. Employers	vii. Org. Labour,	vii. Annually

			prevention services on TB and HIV&AIDS treatment to families and immediate communities of affected employees.		State, DoH, DoL	
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CULTURE TRANSFORMATION FRAMEWORK	MILESTONE	OBJECTIVE	ACTIVITY	RESPONSIBILITY		DUE DATE
				LEAD	SUPPORTING	
CULTURE TRANSFORMATION (CTF)	Implementation of the approved framework <ul style="list-style-type: none"> • By December 2020 there will be 100% implementation of: <ul style="list-style-type: none"> ○ 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 	<ul style="list-style-type: none"> • Implementation of the approved Culture Transformation Framework 	i. Revise and implement the CTF plan in line with recommendations of the CTF assessment.	i. MHSC	i. Org. Labour, State, Employers	i. March 2015
			ii. Annual programme of campaigns to be developed and implemented to popularise the MHSC CTF pillars.	ii. MHSC	ii. Org. Labour, State, Employers	ii. June 2015
			iii. Develop and implement a programme to deal with Women in Mining and the Rights of Workers.	iii. MHSC	iii. Org. Labour, State, Employers	iii. March 2015
			iv. Timely adopt identified leading practices in line with a guideline as per the Leading Practice Pillar of the CTF.	iv. MHSC	iv. Org. Labour, State, Employers	iv. Annually
			v. Develop a fully inclusive modern information system to	v. MHSC	v. Org. Labour, State,	v. June 2016

	<ul style="list-style-type: none"> • After December 2020 the remaining pillars will be implemented: <ul style="list-style-type: none"> ○ 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 		<p>monitor non-statutory and statutory information.</p> <p>vi. Develop a guideline for the adoption process as per the Leading Practice Pillar of the CTF; (including the identification of critical controls on OHS risks).</p> <p>vii. Conduct a two yearly independent assessment of the entire action plan per stakeholder responsibility.</p>	<p>vi. MHSC</p> <p>vii. MHSC</p>	<p>Employers</p> <p>vi. Org. Labour, State, Employers</p> <p>vii. Org. Labour, State, Employers</p>	<p>vi. March 2015</p> <p>vii. June – every 2nd year</p>
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CENTRE OF EXCELLENCE	MILESTONE	OBJECTIVE	ACTIVITY	RESPONSIBILITY		DUE DATE
				LEAD	SUPPORTING	
CENTRE OF EXCELLENCE	Implement the Centre of Excellence <ul style="list-style-type: none"> • Launch the Centre of Excellence • Undertake quick win projects • Technology & knowledge transfer of quick win projects • Centre of Excellence operational by 1st April 2016 	<ul style="list-style-type: none"> • Implementation of Centre of Excellence 	i. Develop and implement CoE Business Plan including capacity audit to be undertaken.	i. MHSC	i. Org. Labour, State, Employers	i. Dec 2015
			ii. CoE fully funded and operational in accordance with business plan covering Phase 1 and Phase 2 on capacity building.	ii. MHSC	ii. MQA, Org. Labour, State, Employers	ii. Mar 2016
			iii. Timely complete “quick-win” and other identified research projects.	iii. CoE	iii. Org. Labour, State, Employers	iii. CoE plans
			iv. Technology & Knowledge Transfer of outcomes of “quick-win” projects.	iv. CoE	iv. Org. Labour, State, Employers	iv. December 2017