

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 Sta	akeholders within the South Afric	can 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:
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	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.

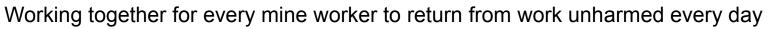
VISION OF ZERO HARM:

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



OCCUPATIONAL	MILESTONE	OBJECTIVE	ACTIVITY	RESPONSIBILITY	Due Date
SAFETY				LEAD SUPPORTING	
ELIMINATION OF FATALITIES AND INJURIES	Every Fatality is one too many, we will eliminate fatalities by December 2020. Every mining company must have a target of ZERO FATALITIES. 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 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. **LTI is any injury which incapacitates the injured employee's normal or similar	Elimination of : 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. (Adoption refers to the full process as per the defined MHSC Guideline for Adoption and must be fully inclusive of all stakeholders). 	ii. Employers ii. Org. Labour, State,	i. Annually ii. Annually iii. 31 March 2015
REHABILIATION OF MINE WORKERS INJURIED IN THE LINE OF DUTY	occupation the next calendar day.	Rehabiliation of mine workers injuried 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







OCCUPATIONAL	MIL FOTONE	OBJECTIVE	ACTIVITY	RESPONSIBILITY		DUE DATE
HEALTH	MILESTONE			LEAD	SUPPORTING	
ELIMINATION OF OCCUPATIONAL LUNG DISEASES	To eliminate Silicosis: 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	Elimination of: 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. ii. Timely adopt identified research	i. Employers ii. Employers	i. Org. Labour, State ii. Org. Labour,	i. Annually ii. Annually
	silicosis 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)		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. (Adoption refers to the full process as per the defined MHSC Guideline for Adoption and must be fully inclusive of all stakeholders).	iii. MHSC	iii. Employers, Org. Labour, State	iii. 31 March 2015
	To eliminate pneumoconiosis 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 a years a results)		i. Timely adopt identified leading practices in line with a guideline as per the Leading Practice Pillar of the CTF.	i. Employers ii. Employers	i. Org. Labour, State ii. Org.	i. Annually
	readings and not average results). • Using present diagnostic techniques, no new cases of		ii. Timely adopt identified research outcomes in line	ii. Employers	Labour, State,	ii. Annually

	<u> </u>			
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)	with a guideline as per the Leading Practice Pillar of the CTF. iii. Programme of work per objective to be identified, developed and implemented. (Adoption refers to the full process as per the defined MHSC Guideline for Adoption and must be fully inclusive of all stakeholders).	iii. MHSC	iii. Employers, Org. Labour, State	iii. 31 March 2015
To eliminate Coal Workers Pneumoconiosis 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. 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.	i. Employers ii. Employers	i. Org. Labour, State	i. Annually ii. Annually
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)	iii. Programme of work per objective to be identified, developed and implemented. (Adoption refers to the full process as per the defined MHSC Guideline for Adoption and must be fully inclusive of all stakeholders).	iii. MHSC	iii. Employers , Org. Labour, State	iii. 31 March 2015

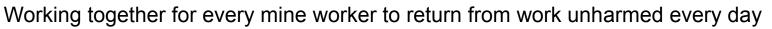


Working together for every mine worker to return from work unharmed every day



OCCUPATIONAL	MILESTONE	OBJECTIVE	ACTIVITY	RESPONSIBILITY	•	DUE DATE
HEALTH				LEAD	SUPPORTING	
ELIMINATION OF NOISE-INDUCED HEARING LOSS	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	Elimination of Noise Induced Hearing Loss	identified leading practices in line with a guideline as per the Leading Practice Pillar of the CTF.		i. Org. Labour, State	i. Annually
	milestone of the sound pressure levels will be verified by initiatives under the CoE and MOSH and reviewed in 2016)		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 to be identified, developed and implemented. (Adoption refers to the full process as per the defined MHSC Guideline for Adoption and must be fully inclusive of all stakeholders).	iii. MHSC	iii. Employers, Org. Labour, State	iii. 31 March 2015
	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.		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	ii. Employers	ii. Org. Labour, State,	ii. Annually

		iii.	Practice Pillar of the CTF. Programme of work to be identified, developed and implemented.	iii.	MHSC	iii.	Employers, Org. Labour, State	iii.	31 N 2015	⁄/arch
			Develop and Implement new software to measure Standard Threshold Shift (STS).	iv.	Employers	iv.	Employers, Org. Labour, State	iv.	31 2016	Dec
		V.	Do baseline on STS (Adoption refers to the full process as per the defined MHSC Guideline for Adoption and must be fully inclusive of all stakeholders).	V.	Employers	V.	Employers, Org. Labour, State	V.	31 2017	Dec
INTEGRATE AND SIMPLIFY COMPENSATION SYSTEMS	:	consid	holder team to	DoH		MHS Labo Emp DoL	our, State, loyers, RMA,	Mar	ch 201	5

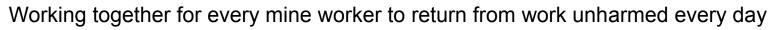




TB and HIV/AIDS	MILESTONE	OBJECTIVE	ACTIVITY	RESPONSIBILITY	DUE DATE
				LEAD SUPPORTING	_
PREVENTION OF TB and HIV/AIDS	Reduction and prevention of TB, HIV & AIDS infections	Reduction and prevention of TB, HIV & AIDS infections	i. Implement the Dol- IPT policy.	i. Employers i. Org. labour, State, DoH, DoL	i. Annually
	By December 2024, the TB incidence rate should be at or below the National TB incident rate.		ii. Implement the TE audit tool.	ii. Employers ii. Org. Labour, State, DOH, DoL	ii. Annually
	 and 100% of employees should be offered HCT annually with all eligible employees linked to an ART programme as per the NSP. 		iii. Timely adop identified research outcomes in line with a guideline as pe the Leading Practice Pillar of the CTF.	State, DoH, DoL	iii. Annually
			iv. Implement the Dol- guideline on ART.	iv. Employers iv. Org. Labour, State, DoH, DoL	iv. Annually
			v. Symptomatically screen (via a Cough questionnaire) al employees for TB.		v. Annually
			vi. Develop and implement the Integrated Policy and guideline for the management and reporting fo HIV/AIDS, TB & Silicosis.	e (develop) y Employers e (implement) d	vi. 31 Dec 2015
			vii. Promote access to	o vii. Employers vii. Org. Labour,	vii. Annually

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	prevention services	State, DoH,
	on TB and	DoL
	HIV&AIDS treatment	
	to families and	
	immediate.	
	communities of	
	affected employees.	



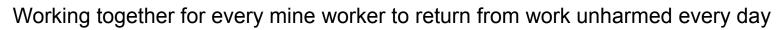




CULTURE	MILESTONE	OBJECTIVE	ACTIVITY	RESPONSIBILITY	DUE DATE
TRANSFORMATION FRAMEWORK				LEAD SUPPORTING	
CULTURE TRANSFORMATION (CTF)	Implementation of the approved framework • By December 2020 there will be 100% implementation of:	Implementation of the approved Culture Transformation Framework	i. Revise and implement the CTF plan in line with recommendations of the CTF assessment.	i. MHSC i. Org. Labour, State, Employers	i. March 2015
	 The Leadership Pillar of the CTF The Risk Management Pillar of the 		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
	CTF The Bonus and Performance Incentive Pillar of the CTF The Data		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
	Management Pillar of the CTF The Data Management Pillar of the CTF the Data		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
	The Leading Practice pillar of the CTF		v. Develop a fully inclusive modern information system to	v. MHSC v. Org. Labour, State,	v. June 2016

		1	monitor non statutory				Employers		
	acambar 2020		monitor non-statutory and statutory				Employers		
	ecember 2020		·· ,						
	naining pillars will		information.				_		
be impl	emented:	vi.	Develop a guideline	vi.	MHSC	Vİ.	Org.	vi. I	March 2015
0	The Integrated		for the adoption				Labour,		
	Mining Activity		process as per the				State,		
	Pillar of the		Leading Practice				Employers		
	CTF		Pillar of the CTF;				-		
0	The		(including the						
	Technology		identification of						
	Pillar of the		critical controls on						
	CTF		OHS risks).						
	The	vii.	Conduct a two yearly	vii.	MHSC	vii.	Org.	vii. 、	June – every
	Inspectorate		independent				Labour,		2 nd year
	Pillar of the		assessment of the				State,	_	_ you.
	CTF		entire action plan per				Employers		
	Tripartism Pillar		stakeholder				Linbioyeis		
0									
	of the CTF		responsibility.						
0	Regulatory								
	Framework								
	Pillar of the								
	CTF								







CENTRE OF	MILESTONE	OBJECTIVE	ACTI	VITY	RESF	ONSIBILITY	Y		DUE DATE
EXCELLENCE					LEAD)	SU	IPPORTING	
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	Implementation of Centre of Excellence	i. ii.	Develop and implement CoE Business Plan including capacity audit to be undertaken. CoE fully funded and operational in accordance with business plan covering Phase 1 and Phase 2 on capacity building.	i. ii.	MHSC	i. ii.	Org. Labour, State, Employers MQA, Org. Labour, State, Employers	i. Dec 2015 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