



MHSC

Mine Health and Safety Council

New Mine Health and Safety Milestones for adoption beyond 2024

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2024 Mine Health and Safety Summit, 16 October 2024

Every mine worker returning from work unharmed every day. Striving for zero harm in our lifetime.

PRESENTATION OUTLINE

Safety milestones

Health milestones

Culture Transformation
milestones

Women in Mining milestones

Centre of Excellence milestones



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SAFETY MILESTONES

SAFETY	OBJECTIVE	PROPOSED MILESTONES
ELIMINATION OF FATALITIES	Elimination of mining fatalities.	<ul style="list-style-type: none"> Every fatality is one too many. The mining industry aspires to reach the goal of eliminating all fatalities. Every mining company must have a target of zero fatalities.
ELIMINATION OF REPORTABLE ACCIDENTS	Elimination of FOG reportable accidents.	<ul style="list-style-type: none"> Reduction of falls of ground (FOG) related reportable accidents by 20% per annum.
	Elimination of transportation and mining, machinery and conveyance type accidents.	<ul style="list-style-type: none"> Reduction of reportable transportation and mining, machinery and conveyance reportable accidents by 20% per annum.
	Elimination of reportable general type accidents.	<ul style="list-style-type: none"> Reduction of reportable general type accidents by 20% per annum.
THE ELIMINATION OF FATALITIES AND REPORTABLE ACCIDENTS	Reviewing the effectiveness of the initiatives.	<ul style="list-style-type: none"> The Milestones will be assessed every two years and the initiatives to support the efforts will be reviewed.

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HEALTH MILESTONES

HEALTH	OBJECTIVE	PROPOSED MILESTONES
<p style="text-align: center;">ELIMINATION OF OCCUPATIONAL LUNG DISEASES</p>	<p>Reduction of over exposure to respirable crystalline silica dust.</p>	<ul style="list-style-type: none"> By December 2034, 95% of all exposure measurement results will be below the milestone level for respirable crystalline silica dust of 0.03mg/m³ [these results are individual readings and not average results, and the milestone will be reviewed in 2029 (after 5 years)].
	<p>Reduction of over exposure to respirable coal dust.</p>	<ul style="list-style-type: none"> By December 2034, 95% of all exposure measurement results will be below the milestone level for respirable coal dust of 1.25mg/m³ [these results are individual readings and not average results, and the milestone will be reviewed in 2029 (after 5 years)].
	<p>Reduction of over exposure to respirable platinum mine dust.</p>	<ul style="list-style-type: none"> By December 2034, 95% of all exposure measurement results will be below the milestone level for respirable platinum mine dust of 1.0mg/m³ [these results are individual readings and not average results, and the milestone will be reviewed in 2029 (after 5 years)].
	<p>Elimination of occupational lung diseases/ pneumoconiosis.</p>	<ul style="list-style-type: none"> By December 2034, using current diagnostic techniques, no novice pneumoconiosis cases of: silicosis, coal worker’s pneumoconiosis, and pneumoconiosis as a result of respirable platinum mine dust will occur amongst previously unexposed individuals. <p>(“Previously unexposed individual” are those unexposed to mining dust prior to December 2024 i.e. Equivalent to a new person who entered the industry in January 2025”)</p>

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HEALTH MILESTONES

HEALTH	OBJECTIVE	PROPOSED MILESTONES
<p>ELIMINATION OF NOISE INDUCED HEARING LOSS</p>	<p>Elimination of noise induced hearing loss through quietening of equipment</p>	<ul style="list-style-type: none"> By December 2034, the noise emitted by individual pieces of equipment operated by employees and individual process equipment should not exceed a milestone sound pressure level of 104 dB(A).
		<ul style="list-style-type: none"> Using current diagnostic methods, by December 2034, there should be no novice cases of noise induced hearing loss amongst previously unexposed individuals. <p>(“Previously unexposed individual” are those unexposed to occupational noise prior to December 2024 i.e. Equivalent to a new person who entered the industry in January 2025)</p>
<p>PREVENTION AND REDUCTION OF TB AND HIV</p>	<p>Reduction and prevention of TB in the SAMI</p>	<ul style="list-style-type: none"> By December 2034, the TB incidence rate of all commodities in the SAMI should be at or below the national TB incident rate.
	<p>Reduction and prevention of HIV and AIDS in the SAMI</p>	<ul style="list-style-type: none"> 95% of employees should be offered HIV counselling and testing (HCT) annually with all eligible employees linked and retained to an antiretroviral therapy treatment (ART) programme as per the national strategic plan (NSP). <p>(This covers both in house and outsourced testing)</p>

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HEALTH MILESTONES

HEALTH	OBJECTIVE	PROPOSED MILESTONES
MENTAL HEALTH AWARENESS IN SAMI	Promotion and support of mental health of employees in the SAMI	<ul style="list-style-type: none">▪ 95% of employees should be screened annually for mental health.▪ 100% of screened employees with mental health challenges to be linked to care (this includes in-house or referral) annually.
NON-COMMUNICABLE DISEASES (NCDs) AWARENESS IN THE SAMI	Prevention and Management of NCDs in the SAMI	<ul style="list-style-type: none">▪ 100% of employees presenting during medical surveillance programme should be screened for NCD metabolic risk factors.

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CULTURE TRANSFORMATION MILESTONES

CULTURE TRANSFORMATION	OBJECTIVE	PROPOSED MILESTONES
IMPLEMENT CULTURE TRANSFORMATION FRAMEWORK PILLARS	That our leaders will lead by example in walking the Zero Harm talk.	<ul style="list-style-type: none"> 100% Implementation of the Leadership Pillar by December 2026.
	We will seek to eliminate risks at their source and investigate the root causes of incidents.	<ul style="list-style-type: none"> 100% Implementation of the Risk Management Pillar by December 2026.
	We will ensure that Zero Harm is prioritised ahead of production.	<ul style="list-style-type: none"> 100% Implementation of the Bonus and Incentives Pillar by December 2026.
	There will be no racism, genderism and any forms of unfair discrimination.	<ul style="list-style-type: none"> 100% Implementation of the Diversity Management Pillar by December 2026.
	We will take a common approach to identifying and facilitating the adoption of leading OHS practices and research outcome; We will adopt mechanisation and technology as a key method of eliminating health and safety risks to mine employees.	<ul style="list-style-type: none"> 100% Implementation of the Leading Practices and Technology Pillar by December 2026.

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WOMEN IN MINING MILESTONES

WOMEN IN MINING	OBJECTIVE	PROPOSED MILESTONES
SAFETY AND SECURITY OF WOMEN IN MINING	Elimination of GBVF incidents in the SAMI	<ul style="list-style-type: none"> Reduction of GBVF related reportable incidents.
PERSONAL HYGIENE OF WOMEN IN MINING	Ensure all WIM have clean, well maintained ablution and hygiene facilities at all mines (UG and Opencast)	<ul style="list-style-type: none"> All WIM have clean, well maintained ablution and hygiene facilities at all mines (UG and Opencast).
	Ensure nursing mothers have lactating facilities at all mines.	<ul style="list-style-type: none"> Ensure nursing mothers have lactating facilities at all mines..

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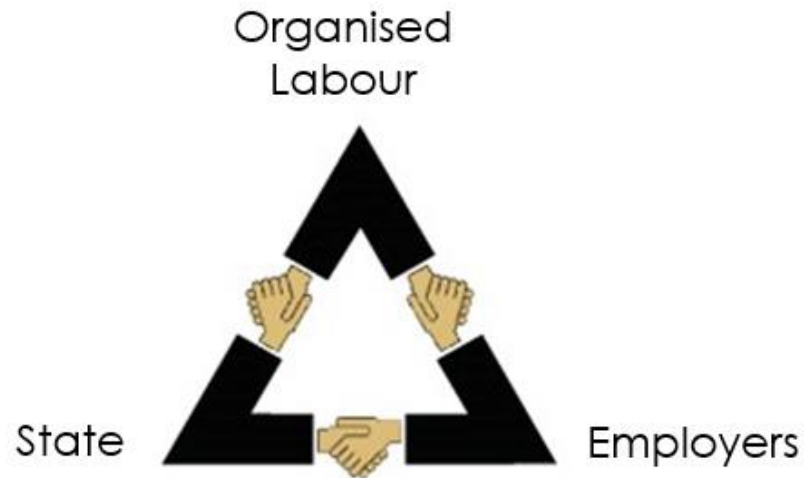
CENTRE OF EXCELLENCE MILESTONES

CENTRE OF EXCELLENCE	OBJECTIVE	PROPOSED MILESTONES
CENTRE OF EXCELLENCE	Capacitating mine employees to effectively manage mining health and safety risks.	▪ Implement Phase 2 of the Centre of Excellence (CoE) by December 2030
	Enhancing research development and innovation (RDI) capacity in mining health and safety.	

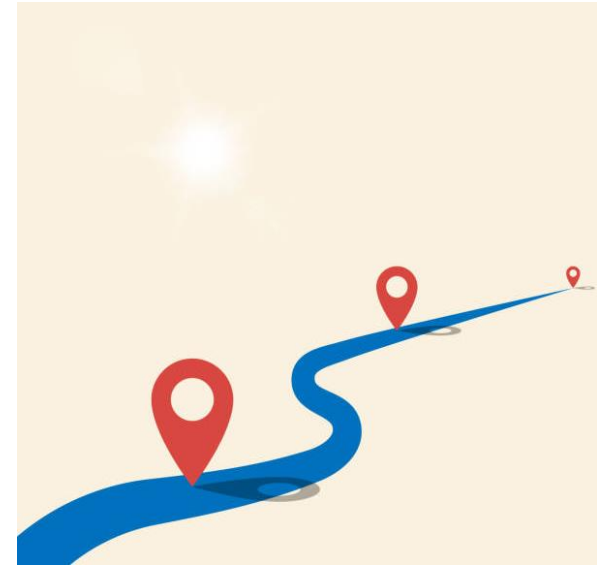
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CONCLUSION

- Roadmap with activities required to achieve the milestone
 - Summit Action Plan – Monitored by MHSC
- Responsible stakeholders
 - Lead
 - Supporting
- Target dates



TRIPARTISM



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