

ORGANISED LABOUR INPUT



MISSING PERSON LOCATOR WORKSHOP

08 MAY 2026

SILVERSTAR CASINO – MULDRSDRIFT



CONTEXT & PURPOSE:-

- Ensuring every worker returns home safely
- Addressing risks in underground and high-risk environments
- Strengthening emergency response capability



WHAT ARE LOCATOR SYSTEMS?

- Technologies used to track worker location
- RFID, Wi-Fi, GPS (surface), and hybrid systems
- Integration with control rooms and rescue teams



REGULATORY AND COMPLIANCE VIEW:-

- Alignment with the Mine Health and Safety Act
- NB: All underground miners must carry safe devices capable of locating them **in case** of emergencies,
- Formation of an integral part of mine emergency preparedness and response
- Role of Inspectors and Audits
- Accountability of Employers

WHY THIS MATTERS TO ORGANISED LABOUR?

- Workers face hazardous conditions daily
- Delays in locating missing workers cost lives
- Families and communities are directly affected

- **RIGHT TO LIFE – CONSTITUTIONAL IMPERATIVE**
- **Section 11 of the Constitution of South Africa (Bill of Rights)**
 - ❖ **states "Everyone has the right to life".**
 - ❖ **This right is fundamental and universal,**

 - ❖ **Hazardous conditions**

 - ❖ **But the responsibility to protect and safeguard human dignity rests with the state: Both the state and the employer have the responsibility to protect bodily integrity (protection from injury and occupational harm) – Human dignity**

LESSONS LEARNED FROM THE PAST INCIDENTS

- ❑ **IMPACT OF HISTORICAL DISASTERS**
 - highlight INSTITUTIONAL AND TECHNOLOGICAL gaps
- ❑ **NEED FOR EFFECTIVE COMMUNICATION**
 - Communication failures **LEAD** to delayed rescue
- ❑ **REALTIME INTERVENTIONS IMPERATIVE**
 - Need for real-time tracking and accountability

❑ THE WORKPLACE

- ✓ RIGHT TO LIFE
- ✓ RIGHT TO DIGNITY

❑ PRACTICAL IMPLICATIONS

- Systems must be reliable and accurate
- Coverage in all working areas
- Real-time monitoring and alerts
- Systems linked to rescue plans
- Faster decision-making during incidents
- Coordination with mine rescue services

PRINCIPLED LABOUR EXPECTATIONS

SYSTEMS AND STYLE

❑ CHALLENGES AND CONCERNS:–

- ▶ System failures underground
- ▶ Maintenance and cost issues
- ▶ Resistance to adoption

❑ HEALTH, SAFETY & PRIVACY:–

- ▶ Systems must protect workers dignity
- ▶ Clear policies on data use
- ▶ No misuse for disciplinary surveillance

SMR STYLE

SCN STYLE

RECOMMENDATIONS:-

- Mandatory implementation across mines
- Regular testing, calibration and auditing
- Joint oversight committees
- Workers must be trained on systems
- Inclusion in design and implementation
- Continuous feedback mechanisms

CONCLUSION:-

- Technology as an enabler, not a substitute
- Culture of safety remains critical
- Shared responsibility: Employers, Organized Labour, State
- Every worker counts
- Locator systems save lives
- Labour supports implementation with safeguards