changing mines

changing minds
Defining moments of mine OHS
MHSA
MHSC Summit 2003
Tripartite Leadership Action Plan

Culture Transformation (CT)
Center of Excellence (CoE)
Defining Moments in OHS

Fatalities and injuries within the South African Mining Industry from 1984 to 2009

Number of fatalities

Period of review (1984 to 2009)

MHSA (1996)
MHSC (1997)
MHSC Summit (2003)
Leadership Summit & Presidential audit (2008)
Defining Moments in OHS

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Period of review (1984 to 2009)
Target: Zero Rate

Fatalities and injuries

Gold

2013 current international benchmarks

Platinum, Coal & Other

2013 constant improvement

Occupational Safety
Occupational Health

Target: Elimination

Silicosis

2008

95% of all exposure measurements below OEL

2013

No more silicosis

Target: Elimination

Noise

2008

No deterioration in hearing of greater 10%

2013

No more exposure above 110dB(A) sound pressure level
Defining Moments in OHS

Fatalities and injuries within the South African Mining Industry from 1984 to 2009

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Period of review (1984 to 2009)
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<th>Strengthening OHS culture</th>
<th>Promoting a Learning Industry</th>
<th>Making healthier and safer workplaces</th>
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<tbody>
<tr>
<td>Implement CTF</td>
<td>Establish CoE</td>
<td>silicosis = 0</td>
</tr>
<tr>
<td>improve tripartite</td>
<td>OHS capacity</td>
<td>eliminate NIHL</td>
</tr>
<tr>
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<td>reduce illiteracy</td>
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<tr>
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<td>intro scarce skill</td>
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<td>improve monitoring of occupational deseases</td>
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Culture transformation framework
aim: develop a culture transformation framework that will allow the South African mining industry to significantly improve its health & safety performance
identify the key elements of a culture that leads to high performance in health and safety
identify & assess models $\rightarrow$ suitable framework for health & safety culture improvement
develop an appropriate framework for the South African mining sector
objectives

- develop an implementation plan
- develop indicators & monitoring tools
- assess the level of health & safety culture within the mining industry; with comparisons across commodity sectors
stakeholder interviews
site visits

DIAMOND

COAL

GOLD

PLATINUM

EXTRACTION

BASE METALS
interviews on-site

1341 individuals

246 interviews

Workers on the stope face to Executives in corporate offices

language of choice
58. Do you know exactly what is expected of you at work?
14. Health and safety has priority even when we are busy.
25. We discuss different ways to do our work to improve risk control.
28. The people I work with take health and safety seriously.
20. We talk about mistakes and ways to learn from them.
32. If you make a mistake, it is not held against you.
59. Are you informed in advance about important decisions, changes, or plans for the future?
42. Can you decide when to take a break?
45. Are you treated fairly at work?
30. If someone gets hurt at work, they are not blamed for the injury.
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<td>RISK MANAGEMENT</td>
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<td>ELIMINATION OF DISCRIMINATION</td>
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<td>BONUSES AND PERFORMANCE INCENTIVES</td>
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Tripartite Leadership Summit

Strengthening OHS culture
- Implement CTF
- Improve tripartite

Promoting a Learning Industry
- Establish CoE
- OHS capacity
- Reduce illiteracy
- Intro scarce skill
- Improve monitoring of occupational diseases

Making healthier and safer workplaces
- Silicosis = 0
- Eliminate NIHL
- Eliminate falls
- 0 = Transport & machinery accidents
Center of excellence
Rationale for CoE

• creating economy of scale and focus in key thematic areas;

• enhancing capacity by drawing on existing research strength, infrastructure, and other funding sources;

• attracting and retaining top research talent in mining research with particular emphasis on health and safety research;

• providing high quality training in innovative and internationally competitive research;

• strengthening domestic collaboration to address significant research needs; and

• developing beneficial relationships with major international centres and research programs.
focus

- Rock engineering
- Mine Design
- Human factors
- Engineering
- Occupational health
- OHS information
- Capacity Development
- Implementation of research outcomes
Way Ahead

- Industry stakeholders to commit
- Mines, Organisations and Government to implement and monitor progress
- Provide constant feedback to Principals