



MINING QUALIFICATIONS AUTHORITY

MINE HEALTH AND SAFETY
TRIPARTITE LEADERSHIP SUMMIT
AGREEMENT IN THE MINING AND
MINERALS SECTOR



MHSC

MINE HEALTH AND SAFETY TRIPARTITE LEADERSHIP SUMMIT AGREEMENT IN THE MINING AND MINERALS SECTOR

Background

For decades, the mining sector has been challenged with the prevalence of mine accidents resulting in injuries, diseases and fatalities. Although the numbers have declined over the years, one mine accident resulting in a fatality is one too many. The Mine Health and Safety Act (MHSA) of 1996 as amended was established to ensure that initiatives are in place to transform the sector through training and communication that will contribute to the decline of accidents and improve the general health of employees.

A major challenge facing the South African mining industry continues to be the attainment of sustainable improvements in occupational health and safety performance. Falls of ground and transportation accidents are still major causes of fatalities despite a gradual decrease over recent years. However, fatalities have increased within transportation and machinery, explosives and in general mining operations.

Occupational diseases amongst mineworkers remain unacceptably high and include silicosis (pneumoconiosis), mesothelioma, tuberculosis, and asbestosis. Noise-induced hearing loss continues to be a serious affliction amongst mineworkers.

It is against this background that the Mine Health and Safety Tripartite Leadership Summit Agreement was signed on the 5th of September 2008 where the stakeholder principals of the South African mining and minerals sector agreed that an action-driven plan was necessary to ensure significant improvements in mine health and safety performance. The key themes of the actions that were identified are:

- Strengthening culture of health and safety
- Promoting a learning industry and building capacity
- Making workplaces safer and healthier

As part of implementing the Leadership Summit Action Plan, there was a need to implement a Culture Transformation Framework (CTF) with a view to significantly improve the culture of health and safety across the sector. Over the years, most of the Mine Health and Safety Council's (MHSC) focus has been on attempting to improve workplace health and safety and control workplace risks primarily through technical aspects or the design of systems and controls.

It has become increasingly important to focus on organisational factors that have an impact on the outcome of health and safety performance and culture recognised as having a definite impact on outcomes. The Tripartite consists of the State, Labour, and Employers supported by the Mining Qualifications Authority (MQA) and the MHSC.

The State, Employers and Organised Labour representing employees (Tripartite stakeholders) including the MQA and the MHSC have committed themselves to the following values:

- Zero harm in the workplace as the only acceptable level of Occupational Health and Safety
- Zero harm through collaborative action
- Care, dignity and respect for all – emphasise diversity, elimination of discrimination and recognise the societal impact of occupational health and safety (OHS)
- A learning and participative culture rather than a culture of blame
- Fair sanction to ensure compliance, but strict on repeat transgressions

- Honesty, integrity and transparency, which will also lead to more trust
- Occupational health and safety as core value of every company and this should take precedence over production.

KEY TRANSFORMATION DRIVERS IN THE SECTOR

The Mining Qualifications Authority

The Mining Qualifications Authority (MQA) is a statutory body established in terms of the Mine Health and Safety Act No. 29 of 1996 and is a registered Sector Education and Training Authority for the mining and minerals sector in terms of the Skills Development Act No. 97 of 1998.

The SAQA Act No 58 of 1995 requires of the MQA to generate Unit Standards and Qualifications and enables the organisation to be an Education and Training Quality Assurance (ETQA) body for the sector. The MQA must support the objectives of the National Skills Development Strategy (NSDS) as determined by the Department of Higher Education and Training and also support the objectives of the Mining Charter in terms of the Minerals and Petroleum Resources Development Act No. 29 of 1996.

The organisation is responsible for administering a number of skills development initiatives in order to bring transformation and sustainable growth in the mining and minerals sector.

As part of the Mine Health and Safety Tripartite Leadership Summit R54 million has been allocated to train 40 000 OHS Representatives over five years as required by the Mine Health and Safety Tripartite Leadership Summit Agreement signed on 5 September 2008. Additional funds have also been allocated to identify and implement a suitable training course for mine inspectors.

The Mine Health and Safety Council

The Mine Health and Safety Council is a statutory body established in terms of the Mine Health and Safety Act of 1996. The mandate of the Council is to:

Advise the Minister on health and safety at mines including, but not limited to, any legislation on mine rehabilitation in so far as it concerns health and safety; coordinate the activities of its Committees, receive reports from the Committees and liaise with the Mining Qualifications Authority on matters relating to health and safety; liaise with any other statutory bodies concerned with matters relating to health and safety; promote a culture of health and safety in the mining industry; at least every two years arrange and coordinate a tripartite summit to review the state of health and safety of mines; perform every duty imposed upon the MHSC in terms of the MHSA; and annually advise the Minister on relevant research relating to health and safety at mines.

The Council is made up of five equal representations by state, employer and organised labour members under chairmanship of the Chief Inspector of Mines. To give effect to the mandate, the Council manages five permanent committees with key responsibilities in health and safety research (SIMRAC), developing legislation to promote occupational health and safety at mines (MRAC), and monitoring the development of issues and legislation of occupational health at mines (MOHAC), monitoring of HIV and AIDS, TB and Silicosis (MITHAC) and implementation of OHS cultural issues (CTAC).

The Council is also tasked to liaise with other bodies for the promotion of OHS in the mining industry and to support the achievements of the industry milestones focused on preventing occupational diseases, accidents and injuries.

SECTOR MILESTONES OF THE MINE HEALTH AND SAFETY TRIPARTITE LEADERSHIP SUMMIT AGREEMENT

Zero rate of fatalities and injuries	<ul style="list-style-type: none"> • Achieve safety performance levels in line with international standards • Ensure continuous improvement
Eliminate Silicosis	<ul style="list-style-type: none"> • Ensure 95% of all exposure measurement results will be below the occupational exposure limit for respirable crystalline silica of 0.1 mg/m³ by 2008 • Ensure no new cases of silicosis occur
Eliminate Noise-Induced Hearing Loss	<ul style="list-style-type: none"> • Ensure that no hearing deterioration greater than 10% amongst occupationally exposed individuals; • Ensure the total noise emitted by all equipment installed in any workplace must not exceed a sound pressure level of 110 dB
The MQA intends to further contribute towards education on:	
The prevention of HIV/Aids	<ul style="list-style-type: none"> • Ensure that employees receive education on HIV/ Aids to ensure that the rate of HIV/Aids is drastically reduced in the mining and minerals sector

These are the current initiatives of the respective Committees:

Safety in Mines Research Advisory Committee (SIMRAC)

Four projects within the Safety in Mines Research Advisory Committee (SIMRAC) have been completed and technology transfer of these projects will soon be underway:

- SIM 060201A Elimination of Rockfalls: measuring and monitoring to reduce the risk of rock fall has been completed and closed
- SIM 100201 Integration of the South African National Seismograph Network and Database with Mining Networks: the project has been completed but not closed due to research savings made on project
- SIM 060602 The Reproducibility of Digital X-Ray Readings for Medical Surveillance in the SA Mining Industry: the project has been completed however final payment needs to be made before it can be closed.
- SIM 110901 The Health Impacts of Acid Mine Drainage: SIMRAC approved the completion of the project however final payments have not been made
- SIMRAC has awarded 9 new research contracts in 2013 in the field of health and safety. Workshops on PPE for women, the South African national seismic network, occupational health information systems, fitness to work and workers incapacity have been held to disseminate information within the mining sector.

The Occupational Health and Safety Summit

In 2011 the MHSC in collaboration with its Tripartite partners hosted an Occupational Health and Safety Summit. The theme of the summit was "Zero Harm Through Action". Members envisaged a mining sector where "Every Mine Employee Shall Return Home Unharmmed Every Day".

A total number of twenty two focus areas were identified, further interventions that would be adopted in order to achieve the required level of performance in the area of Occupational Health including HIV and AIDS, TB and Silicosis (HATS) in the South African mining sector were agreed upon.

Mining TB, HIV/AIDS Advisory Committee (MITHAC)

Following the Occupational Health and Safety Summit held in 2011, the committee allocated a number of initiatives for lead organisations to drive implementation of all initiatives as per the allocation of roles.

The MHSC was tasked with the responsibility of monitoring implementation. The MHSC in an effort to ensure effective implementation has requested status reports on progress towards implementation as a standing item on the agenda at MHSC meetings.

Mining Occupational Health Advisory Committee (MOHAC)

This committee was charged with and agreed to the following deliverables to ensure improvement:

- 1. Eliminate silicosis**
 - 1.1 Elimination of Silicosis: Ensure 95% of all exposure measurements results will be below the Occupational Exposure Limit for Respirable Crystalline Silica of 0.1mg/m³ by 2008
 - 1.2 Ensure no new cases of Silicosis occur
- 2. Eliminate noise-induced hearing loss**
 - 2.1 Ensure that no hearing deterioration $\geq 10\%$ amongst Occupational Exposed Individuals
 - 2.2 Ensure the total noise emitted by all equipment installed in any workplace must not exceed a sound pressure level of 110dB

The implementation of HATS SAPS Initiatives has progressed well over the period. The MHSC will present progress reports on all initiatives in 2014 as agreed.

Mining Regulations Advisory Committee (MRAC)

The Mining Regulations Advisory Committee (MRAC) is reviewing the National Policy on Enforcement, Accident Investigations and the right to refuse dangerous work. The MRAC has recently finalised the Rail Bound Legislation and Trackless Mobile Machine Legislation.

Culture Transformation Framework (CTF)

The Culture Transformation Framework (CTF) for the mining sector was finally approved by the MHSC for implementation. To this end, the MHSC undertook the project Changing Minds, Changing Mines with the aim of developing a framework that would guide the South African mining sector into making a revolutionary change towards attaining zero harm in the sector. For the purpose of this framework, the term "health and safety culture" encompasses:

- the extent to which individuals and groups will commit to personal responsibility for health and safety
- act to preserve, enhance and communicate health and safety concerns
- strive to actively learn, adapt and modify (both individual and organisational) behaviour based on lessons learned from mistakes and be rewarded in a manner consistent with these values

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