MHSC
Mine Health and Safety Council

PARLIAMENTARY PORTFOLIO COMMITTEE

2021/22 ANNUAL PERFORMANCE PLAN

04 MAY 2021

MR. DUMISANI DLAMINI (Acting CEO)

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LEGISLATED MHSC MANDATE

- Advise the Minister on all occupational health and safety issues in the mining industry including legislation, research and promotion.

- Review and develop legislation for recommendation to the Minister (Focus on Regulations).

- Oversee research in relation to health and safety in the mining industry.

- Liaise with other bodies concerned with health and safety issues (MQA, State Departments and various Stakeholders).

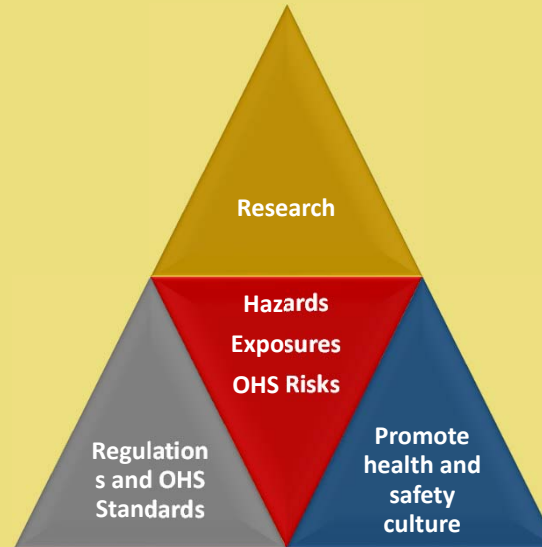- Promote health and safety culture in the mining industry.

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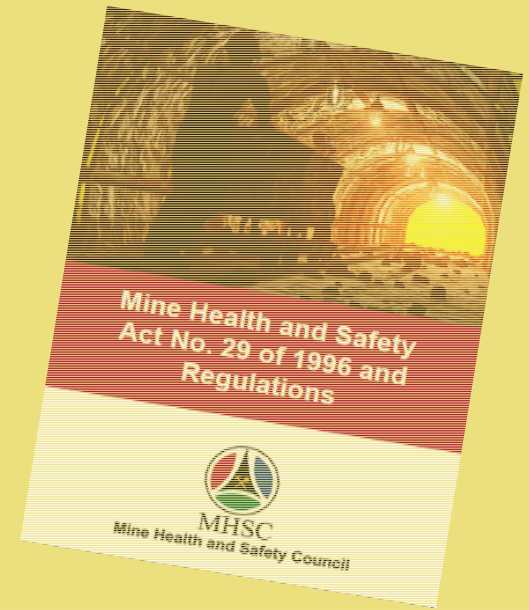
ROLE OF MHSC IN THE SAMI

Vision: Zero Harm to Mine Employees and Communities Affected by Mining Activities.

Mining Employees

- ❖ **Zero fatalities**
- ❖ **Elimination of injuries**
- ❖ **Elimination of occupational diseases**

Mining Communities

- ❖ **Reduction in complaints**
- ❖ **Minimise negative impact on communities as a result of mining activities**

Research

Hazards Exposures OHS Risks

Regulations and OHS Standards

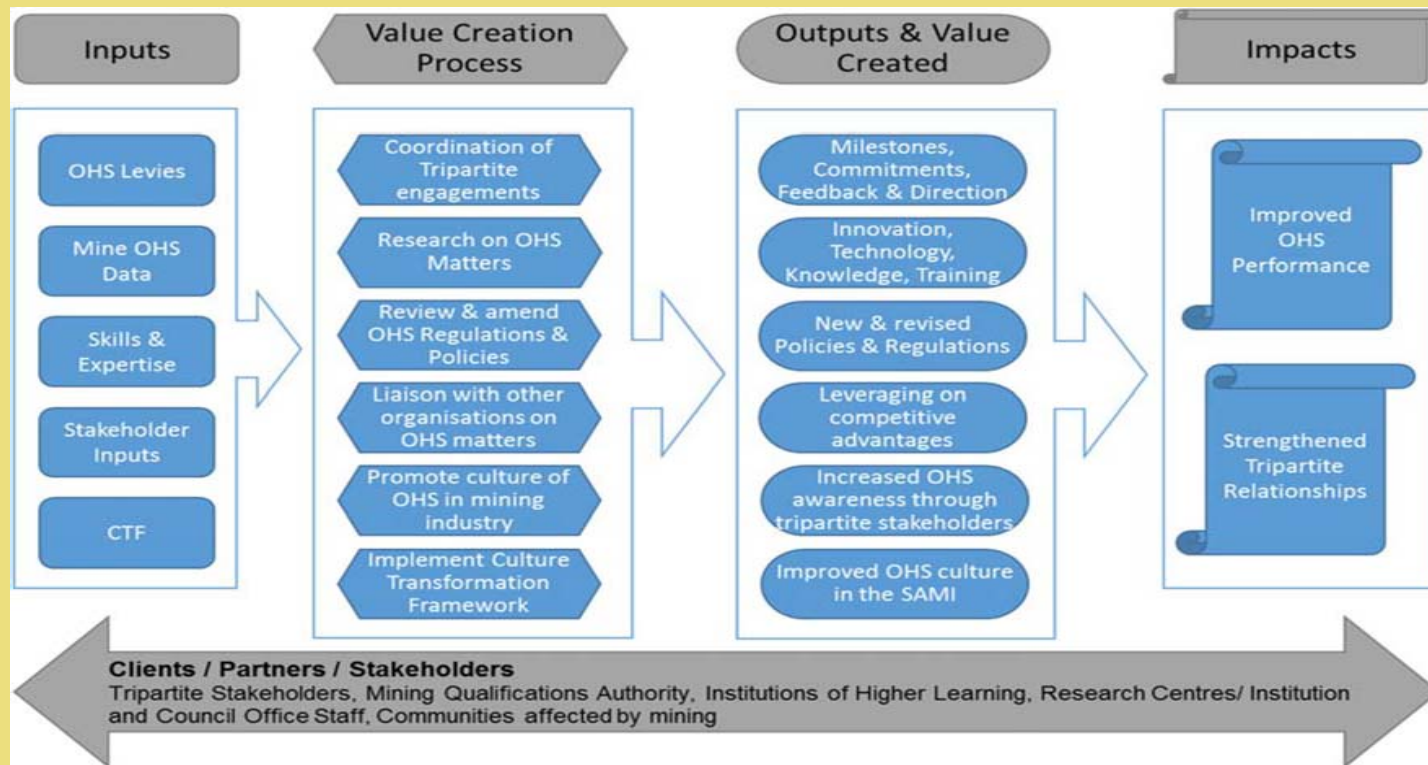Promote health and safety culture

Organised Labour ⟷ State ⟷ Employers

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MHSC BUSINESS MODEL

ALIGNMENT WITH NATIONAL INITIATIVES

National Development Plan (Chapters 9)

o Research and innovation by institutions playing a key role in improving SA's global competitiveness and developing a base for the knowledge economy

o Ensuring that research and development is expanded through collaboration across South African and with Internationally accredited institutions

o Utilisation of multiple research sites through collaboration of industrial laboratories, government departments, corporate research parastatals, statutory research councils and NGO's

National Development Plan (Chapter 10)

o Promoting Health (HIV/Aids, TB Prevention and Cure, Lifestyle Diseases)

National Development Plan (Chapter13)

o Building a Capable State (Procurement systems, oversight functions, capacity to deliver on mandate)

State of the Nation Address (SONA)

o COVID-19

o National Seven Focus Areas

o Education, skills and health

o A capable, ethical and developmental state

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ALIGNMENT WITH NATIONAL INITIATIVES

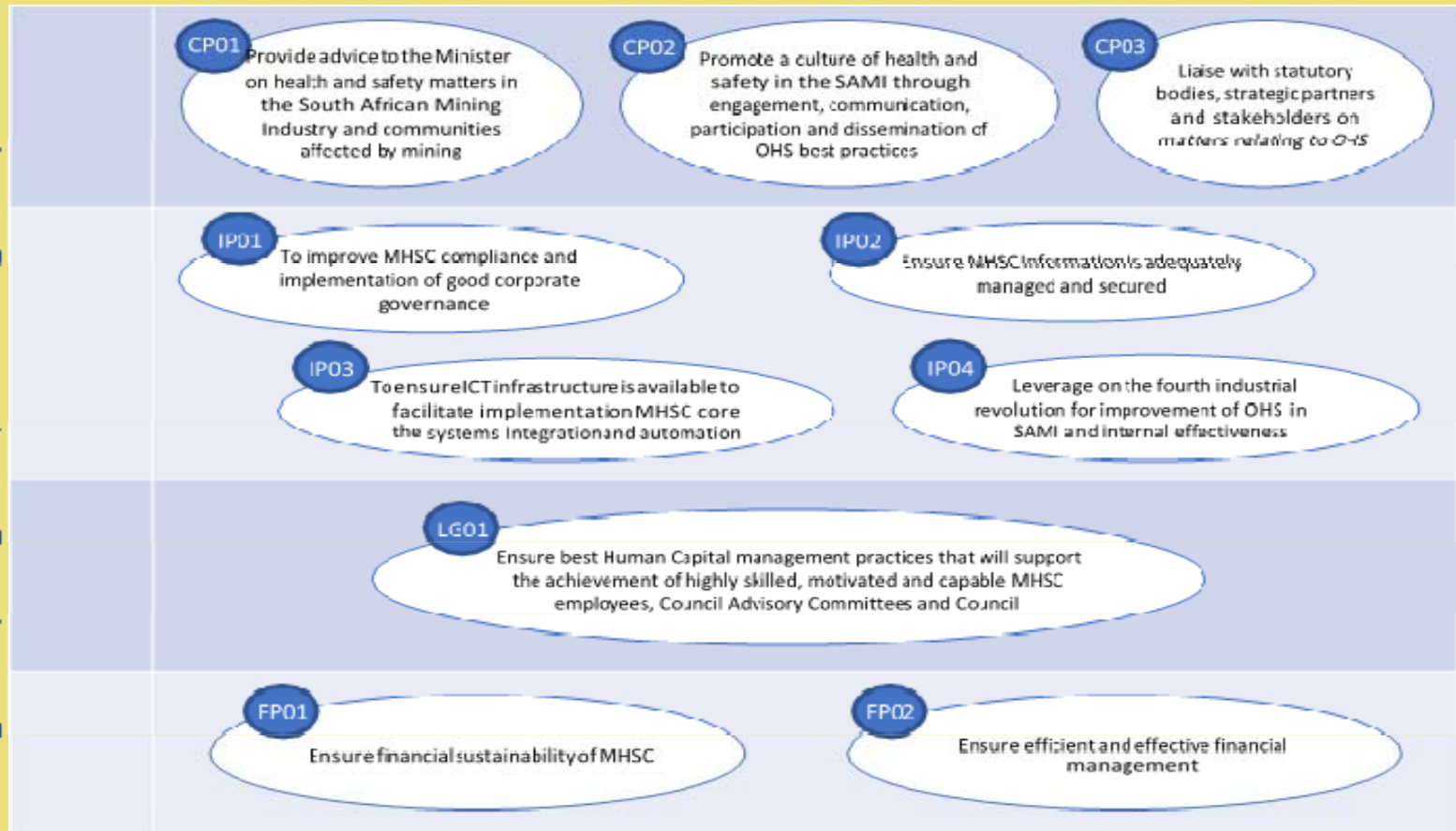**National Reconstruction and Economic Recovery Plan**

o Priority interventions for economic recovery

- ✓   Gender equality and economic inclusion

o   Key enablers to restore growth

- ✓ Building a capable state
- ✓ Skills Development

ALIGNMENT TO MEDIUM TERM STRATEGIC FRAMEWORK (MTSF)

o Budget alignment

✓ Priority 1: A Capable, Ethical and Developmental State

✓ Priority 3: Education, Skills and Health

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CP01 Provide advice to the Minister on health and safety matters in the South African Mining Industry and communities affected by mining

CP02 Promote a culture of health and safety in the SAMI through engagement, communication, participation and dissemination of OHS best practices

CP03 Liaise with statutory bodies, strategic partners and stakeholders on matters relating to OHS

IP01 To improve MHSC compliance and implementation of good corporate governance

IP02 Ensure MHSC information is adequately managed and secured

IP03 To ensure ICT infrastructure is available to facilitate implementation MHSC core the systems Integration and automation

IP04 Leverage on the fourth industrial revolution for improvement of OHS in SAMI and internal effectiveness

LG01 Ensure best Human Capital management practices that will support the achievement of highly skilled, motivated and capable MHSC employees, Council Advisory Committees and Council

FP01 Ensure financial sustainability of MHSC

FP02 Ensure efficient and effective financial management

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STRATEGIC OBJECTIVE: 1

CP01 - ADVICE TO THE MINISTER ON HEALTH AND SAFETY MATTERS IN THE SOUTH AFRICAN MINING - PROVIDE INDUSTRY AND COMMUNITIES AFFECTED BY MINING.

Strategic Initiative – CP 01 (15%) Target of 80%
1. Develop a legislative programme for ministers approval.
2. Implement the approved legislative programme.
3. Develop a costed research programme for approval by the minister and submission to minister of finance.
4. Implement the approved research programme.
5. Review the state of health and safety performance in the SAMI and advice the minister on relevant interventions taking into consideration emerging and global development impacting on health and safety.
6. Conduct impact assessment study for research and legislative interventions.
7. Review interaction programme for minister and stakeholders principals.
8. Implement interaction programme with minister and stakeholders principals.
9. Provide advice on collection, processing and distribution of health and safety data to the industry.

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STRATEGIC OBJECTIVE: 2

CP02 - PROMOTE A CULTURE OF HEALTH AND SAFETY IN THE SAMI THROUGH ENGAGEMENT, COMMUNICATION, PARTICIPATION AND DISSEMINATION OF OCCUPATIONAL HEALTH AND SAFETY (OHS) BEST PRACTICES.

Strategic Initiative –CP 02 (15%) Target 100%
1. Review the CTF programme for approval by Council.
2. Implement the approved CTF programme.
3. Annual publication and communication of research results.
4. Review effectiveness of the current Dissemination Strategy.
5. Review the dissemination framework and guidelines.
6. Implement the dissemination framework and guidelines.
7. Review the Branding and Marketing Strategy for approval by Council.
8. Implement Branding and Marketing Strategy.

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STRATEGIC OBJECTIVE: 3

CP03 - LIAISE WITH STATUTORY BODIES, STRATEGIC PARTNERS AND STAKEHOLDERS ON MATTERS RELATING TO OHS.

Strategic Initiative – CP 03 (10%) Target 100%
1. Review the strategic partners' collaboration programme for approval by Council.
2. Implement the approved strategic partners collaboration programme.
3. Review the Comprehensive Stakeholder Management Strategy for approval by Council.
4. Implement the approved Comprehensive Stakeholder Management Strategy.
5. Review the Global Collaboration Strategy for approval by Council.
6. Implement the approved Global Collaboration Strategy.

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STRATEGIC OBJECTIVE: 4

LG01 - ENSURE BEST HUMAN CAPITAL MANAGEMENT PRACTICES THAT WILL SUPPORT THE ACHIEVEMENT OF A HIGHLY SKILLED, MOTIVATED AND CAPABLE MHSC EMPLOYEES, COUNCIL ADVISORY COMMITTEES AND COUNCIL.

Strategic Initiative - LG 01 (10%) Target 100%

1. Review the Human Capital Strategy and Plan for Council approval.
2. Implement the approved Human Capital Plan.

STRATEGIC OBJECTIVE: 5

IP01 - To improve MHSC compliance and implementation of good corporate governance

Strategic Initiative – IP 01(5%) Target 100%

1. Review King IV Implementation Plan for 2021/22 for approval by Council.
2. Implement approved recommendations of the King 4 Gap Analysis.
3. Review the Social and Ethics Implementation Plan for 2021/22 for approval by Council.
4. Implement the Social and Ethics Implementation Plan.

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STRATEGIC OBJECTIVE: 6

IP02 - ENSURE MHSC INFORMATION IS ADEQUATELY MANAGED AND SECURED.

Strategic Initiative- IP 02 (10%) Target 100%

1. Develop information, knowledge and records management programme for approval by Council.
2. Implement information, knowledge and records management programme.

STRATEGIC OBJECTIVE: 7

IP03 - TO ENSURE MHSC OFFICE ICT INFRASTRUCTURE IS AVAILABLE TO FACILITATE IMPLEMENTATION MHSC CORE SYSTEMS INTEGRATION AND AUTOMATION.

Strategic Initiative – IP 03 (5%) Target 100%

1. Develop the fourth industrial revolution (4IR) programme for approval by Council.
2. Implement ICT Infrastructure recommendations aligned to MHSC 4IR programme.
3. Implement systems integration and automation programme.

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STRATEGIC OBJECTIVE: 8

IP04 - LEVERAGE ON THE FOURTH INDUSTRIAL REVOLUTION (4IR) FOR IMPROVEMENT OF OHS IN THE SAMI.

Strategic Initiative - IP 04 (5%) Target 100%

1. Develop the fourth industrial revolution (4IR) programme for approval by Council.

STRATEGIC OBJECTIVE: 9

FP01 – ENSURE FINANCIAL SUSTAINABILITY

Strategic Initiative – FP 01 (15%) Target 70%

1. Review the Revenue Generation Plan for approval by the Council.
2. Implement the Revenue Generation Plan.
3. Implement the Debt Management Strategy.

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STRATEGIC OBJECTIVE: 10

FP02 - ENSURE EFFICIENT AND EFFECTIVE FINANCIAL MANAGEMENT.

Strategic Initiative – FP 02 (10%) Target 75%
1. Spend 95% of MHSC capital expenditure.
2. Implement the goods and services sourcing strategy.
3. Review the Contract Management Policy and Strategy.
4. Implement the Contract Management Policy and Strategy.
5. Finalise the transfer of Klopperbos Research Facility.

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ISSUES FACED BY SA MINING INDUSTRY

| Health and Safety Focus Area	Research Project/Initiatives
Elimination of Fatalities and Injuries	To address incidents involving Trackless Mobile Machines (TMM) and Falls of Ground (FOG), the MHSC is implementing initiatives on Collision Avoidance Systems to prevent mining equipment collisions; and Rockmass Condition Assessment Tools to manage and mitigate risk of Falls of Ground Incidents

Noise Induced Hearing Loss	• Dissemination of Guidance Note on Measurement, Implementation and Management of Noise Standard Threshold Shift (STS)
	• collaboration with MOSH Industry Buy and Maintain Quiet Initiative has three (3) workstreams that looks at:
	  o Measurements and Standards;
	  o Research Consolidation; and
	  o Procurement

HIV/AIDS and TB	The MHSC has developed the following: • Guidance note on HIV Self-Testing for the South African Mining Industry • Guidance note on strengthening the HIV Counselling and Testing (HCT) uptake in SAMI • Guidance note on HIV management and control
Occupational Lung Diseases	• Situational analysis for Sec 12.1 and 13 (3) (a) (i) of the MHSA on the applicable ratio to service the mines to impact improvement of occupational health in the South African Mining Industry • Review the Current Airborne Expense Limits in Schedule 22.9 (A) of the MHSA
Culture Transformation Framework	Implementation of the Culture Transformation Framework Pillars including Leadership, Incentives and Bonuses, Risk Management, Diversity and Data Management
Right to Refuse Dangerous work	MHSC continues to raise awareness and promote employee's right to refuse dangerous work as stated in the Mine Health and Safety Act and the Guideline Code of Practice, using virtual platforms and regional tripartite forums.
Falls of Grounds and Seismicity	• Development of a Risk Based Approach to Enhancing Support Design in Bushveld Underground Mines • The training of Seismologists and Rock Engineers

ISSUES FACED BY MHSC

Focus Area	Action Plan
Research	Research topics have been reprioritised to focus on research topics that will deal with the most challenging areas in the mining industry such as Falls and Ground, Seismicity, Women in Mining and Occupational Lung Diseases. Research topics have also been reprioritised to focus on topics that have high potential to generate revenue for the entity. For example, partnering with private entities for the development of Personal Protective Equipment (PPE) and other health and safety related equipment.
Human Capital	MHSC has commissioned an organizational efficiency study to allow the entity to be repositioned to be fit for purpose. The structure and roles will be reassessed for purposes of operating with the most efficient organizational design to meet the organization's objectives.
Good Corporate Governance	A social and ethics committee has been established to ensure that the organization's strategic objectives are achieved following good corporate governance and ethical practices.

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FLAGSHIP MHSC RESEARCH PROJECTS TO RESOLVE MINING ISSUES AND POSSIBLY GENERATE REVENUE

**Personal Protective Equipment (PPE) for Women In Mining (WIM)**

• Outputs from research conducted on PPE for women included the development of PPE for WIM handbook PPE for WIM guideline. These research outputs are continuously disseminated in Regional Tripartite Forums (RTFs)

• MHSC to consider potential of commercializing and partnering with private entities on the development of PPE and other safety equipment in line with revenue generation strategy
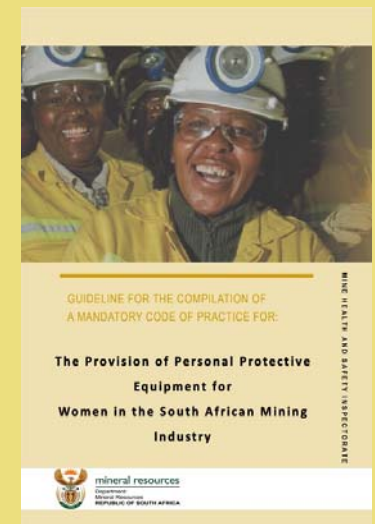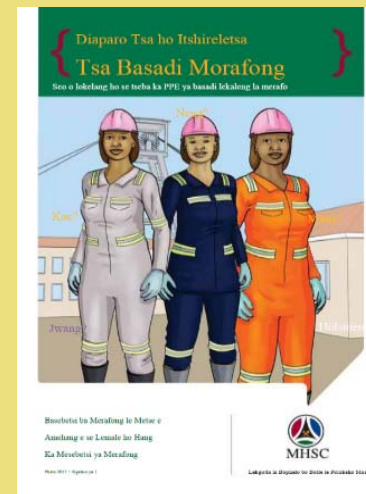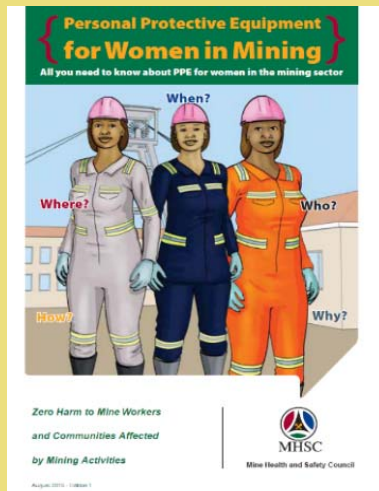
FLAGSHIP MHSC RESEARCH PROJECTS TO RESOLVE MINING ISSUES AND POSSIBLY GENERATE REVENUE

ROCK MASS ASSESSMENT TOOLS

- Falls of Ground (FOG) and Seismicity related incident remain a problem for the mining industry

- The MHSC is undertaking a study to identify & develop fit-for-purpose tools for efficient and accurate rockmass condition assessment

- A prototype camera has been developed and can be utilised to assess rock mass conditions

- MHSC in process of conducting an Intellectual Property (IP) and market assessment study for potential commercialization opportunities

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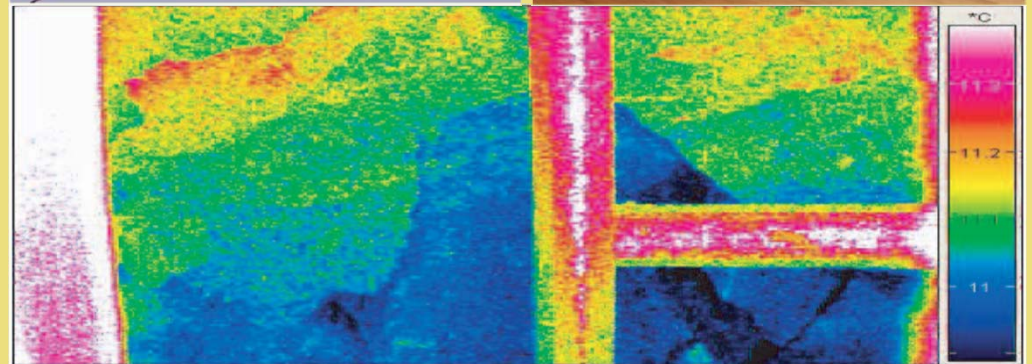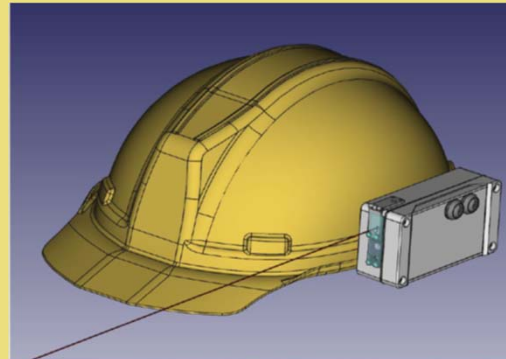
FLAGSHIP MHSC RESEARCH PROJECTS TO RESOLVE MINING ISSUES AND POSSIBLY GENERATE REVENUE

THE MHSC IS ASSESSING THE FEASIBILITY OF DEVELOPING COLLISION MANAGEMENT SYSTEMS FOR SOUTH AFRICAN MINES
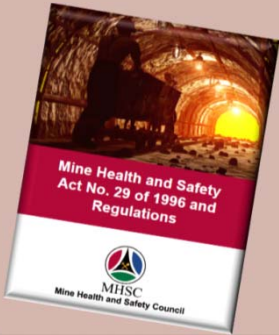
The project is undertaken to:

- Evaluate different collision avoidance technologies,

- Analyse identified scenarios resulting in collisions

- Determine specifications for warning, retarding and stopping technologies based on a combination of simulation and testing and establish a test and simulation capability

- Develop standard verification methods to evaluate collision management systems.

- MHSC in process of conducting an Intellectual Property (IP) and market assessment study for potential commercialization opportunities in line with revenue strategy

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MHSC'S RESPONSE TO COVID-19 IN THE SAMI

The MHSC has developed the following **legislative** COVID19 initiatives

| COVID19 Initiatives	COVID-19 related initiative	Dissemination
Legislative Programme	• Guiding Principles on the Prevention and Management of COVID-19 in SAMI	• Notices and Guidelines communicated via the DMRE • MHSC facilitating communication through website, emails and social media platforms
	Guideline for the compilation of a mandatory code of practice for the prevention, mitigation and management of COVID-19 outbreak	• Guideline Promulgated on 17 May 2020 • Widely disseminated and workshops held to facilitate understanding • Q&A sessions continuing with national developments
Implement the Recommendations on the Approved Legislative Advisory Notes	• COVID-19 data reporting by the SAMI to provide most updated data • Section 11.5 Investigations	• MHSC approved reporting forms and explanatory note • Reporting will be on MHSC's OHS Milestones and COVID-19 reporting Portal'- MHSC website

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MHSC's response to COVID-19 in the SAMI

The MHSC has developed the following **research** COVID19 initiatives

Initiative - Research	COVID-19 related initiative	Facilitation Plan
	4 Research topics to assist with COVID19 pandemic: • Assessment of applicable control measures to protect employees from COVID-19 in the SAMI • Awareness/promotional material to ensure the safety of employees in the SAMI during the COVID-19 Pandemic • Investigate methods to detect the presence of SARS-COV-2 virus and other viruses on surfaces and in air in the mining environment. • Investigate recovery rate of Mine employees from COVID-19 in different working places at South African Mines	• Research outcomes to be disseminated in Regional Tripartite Forums (RTF) • Dissemination to take place at various virtual platforms such as MS Teams and Zoon

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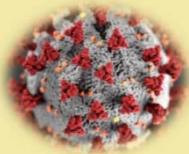
STATEMENT OF FINANCIAL PERFORMANCE AS AT 31 MARCH 2022

	Budget 2022 R
Income	**111 237 850**
Revenue from non-exchange transactions	
Levies	98 212 711
Surplus Utilisation	
State Funding	4 581 000
Revenue from exchange transactions:	
Klopperbos	1 834 799
Finance income	6 609 340
	–
Expenditure	**111 237 850**
Total Research and Development	**25 352 651**
Research & Development	20 471 453
Dissemination	824 298
RTF Costs	2 937 500
Klopperbos Research & Other	1 119 400
Administrative expenditure**	3 727 625
Corporate Governance – Council Costs	1 029 510
Depreciation and amortisation	7 176 867
Employee Cost	**62 072 005**
Research Staff	27 932 402
Support Staff	34 139 603
External Audit Fees	1 736 822
Internal Audit Fees	1 406 475
International Travel	
COVID-19	800 000
Legal fees	4 895 896
Offices Rental	3 040 000
(Deficit)/ Surplus for the year	**-0**

STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2022

	Budget 2022 R
ASSETS	
Current Assets	**35 362 585**
Cash and cash equivalents	32 563 676
Receivables (non-exchange)	1 273 221
Other receivables (exchange)	1 404 459
Consumables	121 229
Non-Current Assets	**120 787 176**
Property, plant and equipment*	86 600 597
Research Assets	27 930 601
Intangible assets**	6 255 978
TOTAL ASSETS	**156 149 761**
LIABILITIES	
Current liabilities	**21 733 990**
Trade and other payables (exchange)	17 943 704
Unallocated deposits(non-exchange)	-
Unutilised administrative fines (non-exchange)	-
Provisions	3 790 286
Finance lease current liability	-
Non-Current Liabilities	**5 119 784**
Post - retirement medical aid	662 606
Unallocated deposits(non-exchange)	-
Finance lease non current liability	621 184
Admin fines	3 835 994
NET ASSETS	**129 295 987**
Surplus / (Deficit)	129 295 987
Accumulated Assets	**129 295 987**

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REVENUE COLLECTION

Revenue 2020/2021 Actual vs 2021/2022 Budget

CONCLUSION

The MHSC will continue working closely with stakeholders in order to achieve the goal of zero harm on the mineworkers.

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STRIVING FOR ZERO HARM
EVERY MINEWORKER RETURN HOME UNHARMED EVERYDAY