

Mine Health and Safety Council



2010/13 Strategic Plan

***Presentation to Parliamentary Portfolio
Committee on Mineral Resources***

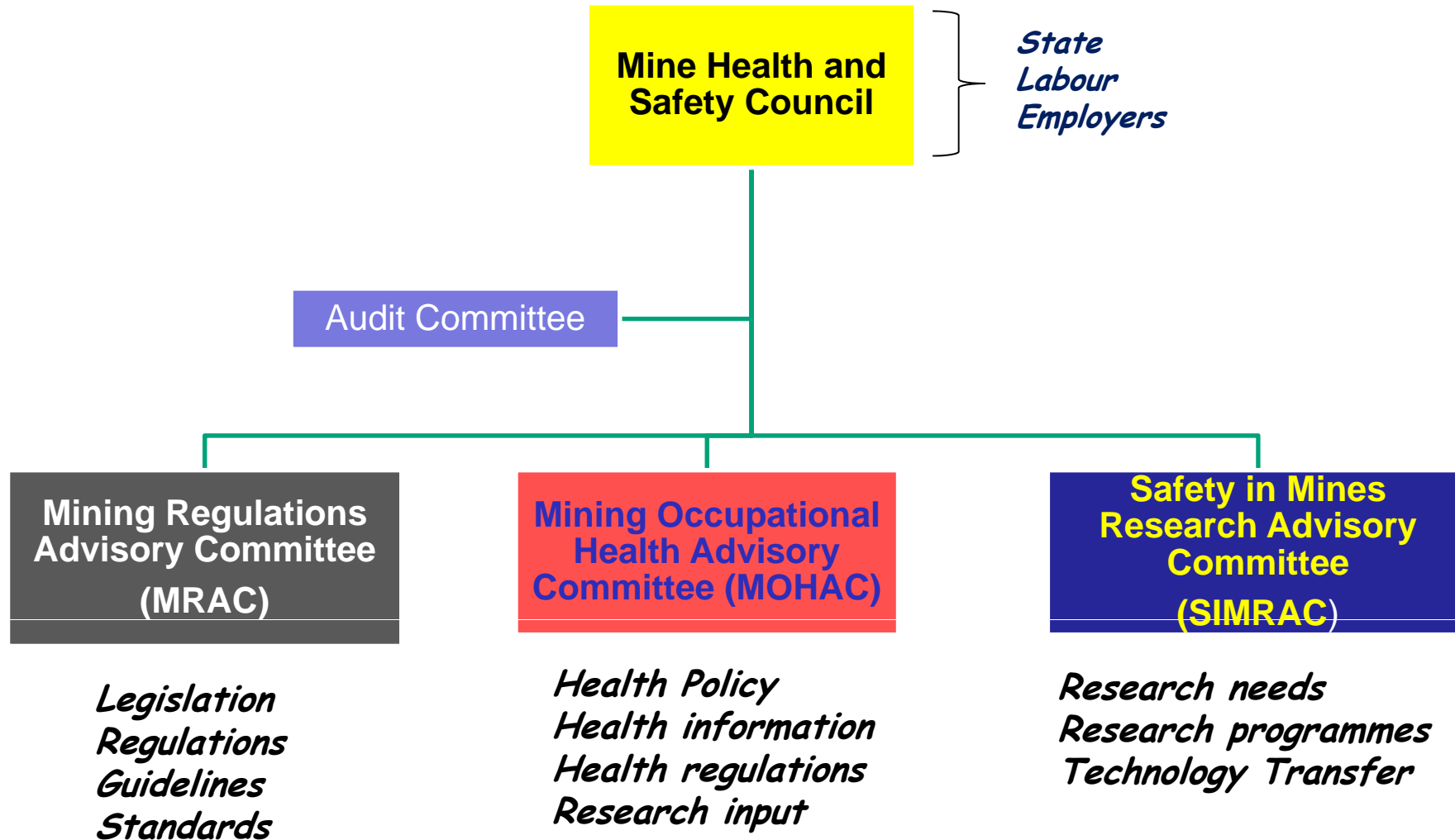
- Chairperson - Mthokozisi Zondi
- State - Olga Masekoa
- Labour - Mziwakhe Nhlapo & Patrick Hlabizulu
- Employers - Thuthula Balfour-Kaipa & Lettie la Grange
- MHSC Office - Pontsho Maruping (CEO) & Navin Singh (CROO)

- Mine Health and Safety Context
- MHSC Mandate and Overview
- Medium-term priorities –strategic map
- Balanced scorecard
- Initiatives
- Budget overview

MHSC's Mandate

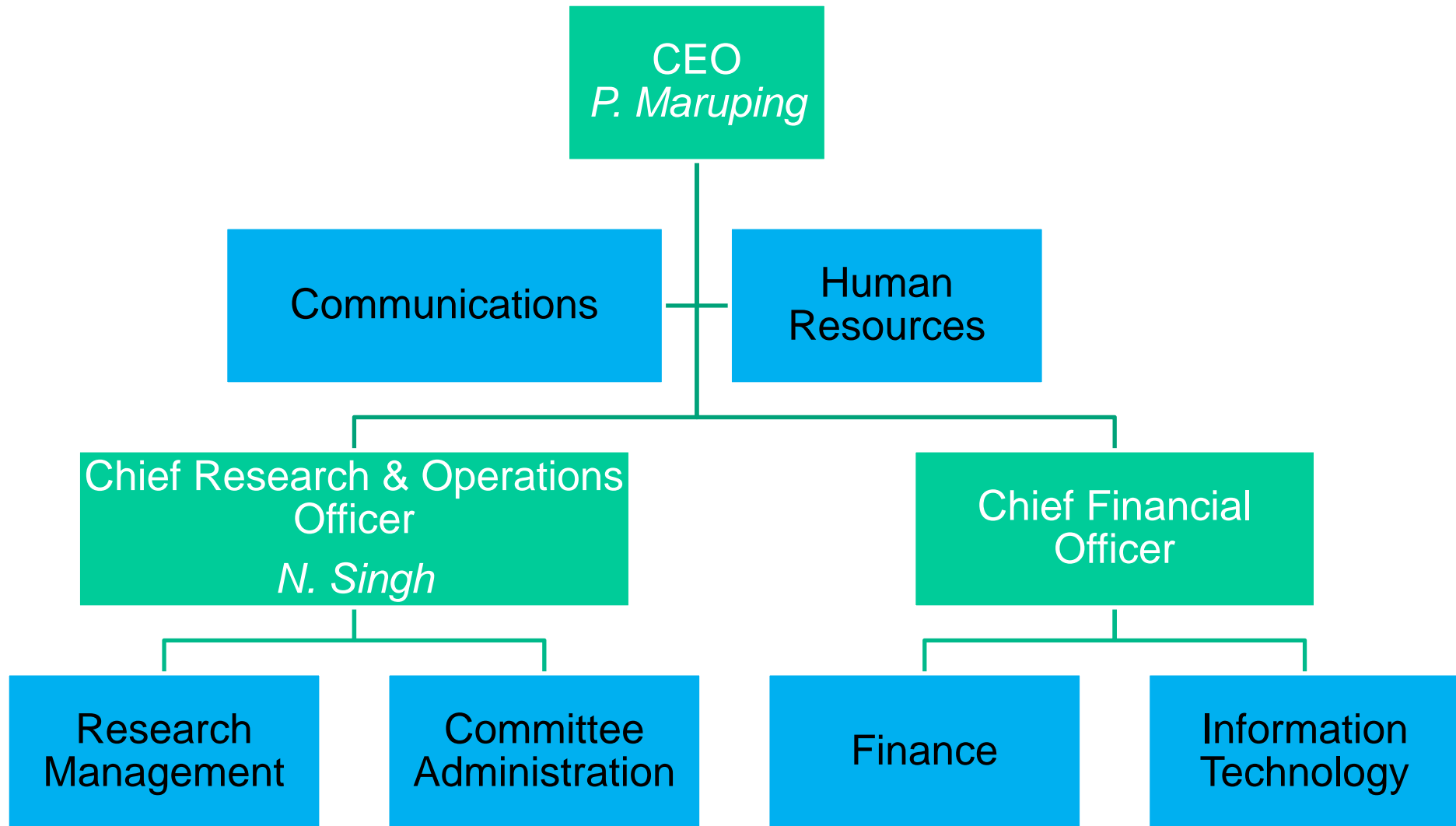
- **Advise the Minister** on all occupational health and safety issues in the mining industry relating to legislation, research and promotion
- **Review and develop legislation** for recommendation to the Minister
- **Promote health and safety** in the mining industry
- **Oversee research** in relation to health and safety in the mining industry
- **Liaise** with other bodies concerned with health and safety issues

MHSC Overview



Operational Execution and Implementation

MHSC Office Organogram

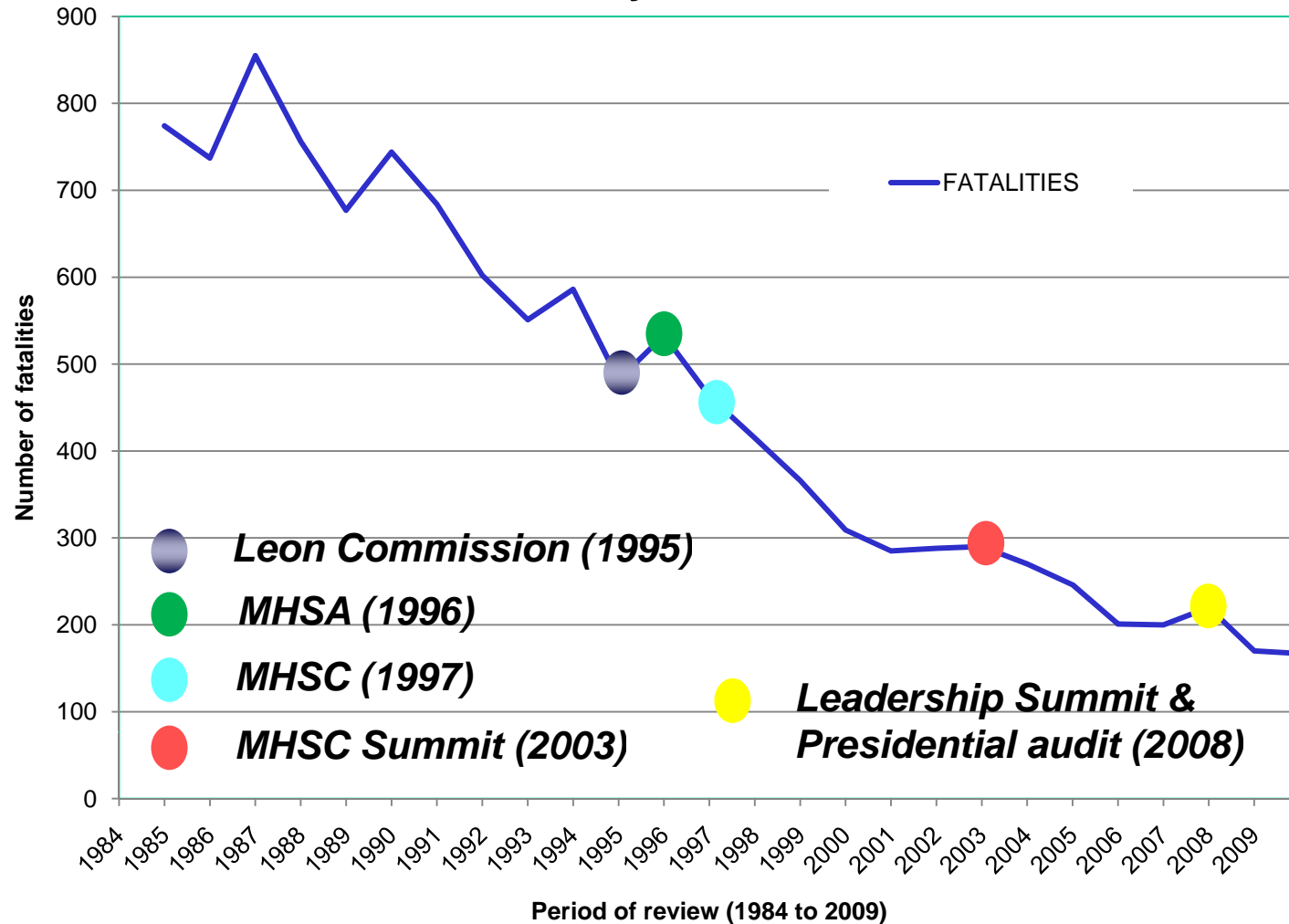


Health and Safety Targets

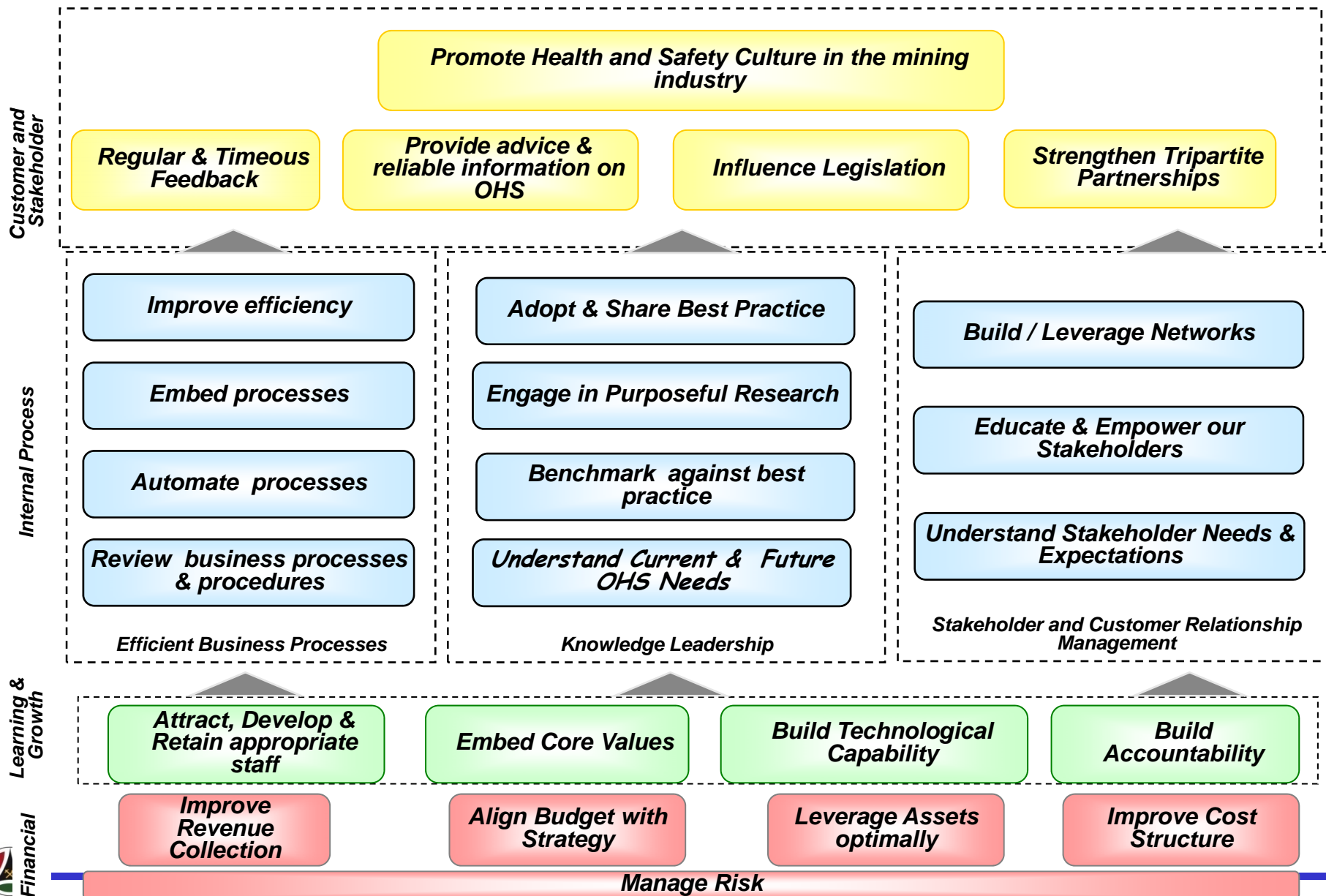
Occupational Safety – Fatalities and Injuries – Milestones	
Industry Target: Zero rate of fatalities and injuries	In the Gold Sector: By 2013, achieve safety performance levels equivalent to at least current international benchmarks for underground metalliferous mines
	In the Platinum, Coal and Other Sectors: By 2013, achieve constant and continuous improvement equivalent to at least current international benchmarks
Occupational Health – Milestones	
Industry Target: Elimination of Silicosis	By December 2008, 95% of all exposure measurement results will be below the occupational exposure limit for respirable crystalline silica of 0.1mg/m ³ (these results are individual readings and not average results)
	After December 2013, using present diagnostic techniques, no new cases of silicosis will occur amongst previously unexposed individuals (Previously unexposed individuals = individuals unexposed prior to 2008, i.e. equivalent to a new person entering the industry in 2008)
Industry target: Elimination of Noise Induced Hearing Loss (NIHL)	After December 2008, the hearing conservation programme implemented by the industry must ensure that there is no deterioration in hearing greater than 10% amongst occupationally exposed individuals
	By December 2013, the total noise emitted by all equipment installed in any workplace must not exceed a sound pressure level of 110dB(A) at any location in that workplace (includes individual pieces of equipment)

Mine Safety Context

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



MHSC Strategy Map



Customer/Stakeholder Perspective

OBJECTIVES	MEASURES	TARGETS		
		2010/11	2011/12	2012/13
Promote Health and Safety Culture in the Mining Industry	OHS Culture framework developed (Y/N)	Y		
	% Implementation of the OHS culture framework plan	90%	100%	100%
Regular & Timeous Feedback	% Compliance to policy requirements	100%	100%	100%
Provide Advice & Reliable Information on OHS	No of OHS advice reports submitted to Minister	4	6	8
	Stakeholder Satisfaction & Impact Results	75%	80%	85%
Influence Legislation	No of recommendations (legislative) submitted for promulgation	6	6	6
Strengthen Tripartite Partnerships	No of high-level tripartite stakeholder engagements to discuss issues	2	2	2
	Representation of Stakeholders at scheduled meetings	40%	60%	80%
	% tripartite initiatives implemented (summit action plan)	80%	90%	100%

Internal Perspective

OBJECTIVES	MEASURES	TARGETS		
		2010/11	2011/12	2012/13
<i>Efficient Business Processes</i>				
Review Business Processes & Procedures	% of business processes reviewed	100%	Not applicable	
Automate Processes	% of processes automated	90%		
Embed Processes	% adherence to processes	100%	100%	100%
Improve Efficiency	% adherence to prescribed timeframes	90%	95%	100%
<i>Knowledge Leadership</i>				
Understand Current & Future OHS Needs	Annual OHS needs analysis report approved	Y	Y	Y
Engage in focused Research	Champion mine project perception rating	75%	80%	85%
	Projects on time, on brief on budget	70%	80%	90%
Benchmark Against Best Practice	Completed Best Practice Survey Y/N(Similar Organizations)	1	0	1
Adopt & Share Best Practice	Number of best practices identified, adopted and shared	As per benchmarking report		
<i>Stakeholder and Customer Relationship Management</i>				
Educate & Empower our Stakeholders	% implementation to communication plan	80%	90%	100%
	No of stakeholder interactions	9	9	9
Understand Stakeholder Needs and Expectations	Impact Assessment Survey	75%	80%	85%

Learning & Growth Perspective

OBJECTIVES	MEASURES	TARGETS		
		2010/11	2011/12	2012/13
Attract, Develop & Retain Appropriate Staff and Committee Members	No of vacancies	2	2	2
	% of payroll spend on training and development	2%	1%	1%
Embed Core Values	Employee opinion survey ratings	75%	80%	90%
Build Technological Capability	% implementation of integrated IT & knowledge management infrastructure	80%	100%	100%
Build Accountability	% employees with performance agreements	100%	100%	100%

Financial Perspective

OBJECTIVES	MEASURES	TARGETS		
		2010/11	2011/12	2012/13
Improve Revenue Collection	% revenue collected on time	90%	90%	90%
Align budget with strategy	% dependency on shortfall funding and interest	15%	5%	0%
	Budget variance	15%	10%	5%
Leverage Assets Optimally	ROI on People & Infrastructure	100%	100%	100%
Improve Cost Structure	Opex Ratio (expenses to total budget) (admin,ops & staff)	0,20	0,15	0,10
Manage Risks	No of substantial findings	4	2	1

Efficient Business Process

- Increasing Efficiency
- Embedding processes
- Automation
- Review and updating of processes

SAMSHA
South African Mine Safety and Health Administration

mineral resources
Department:
Mineral Resources
REPUBLIC OF SOUTH AFRICA

EBMS
This will load the DME EBMS where you can view the mapped Business Processes. [GO](#)

my modules
Select the module you would like to begin work in. [GO](#)

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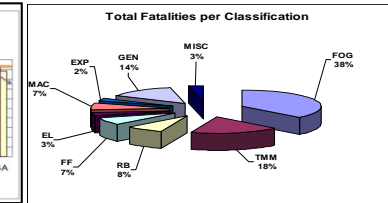
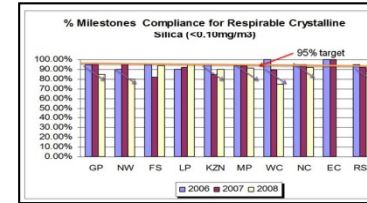
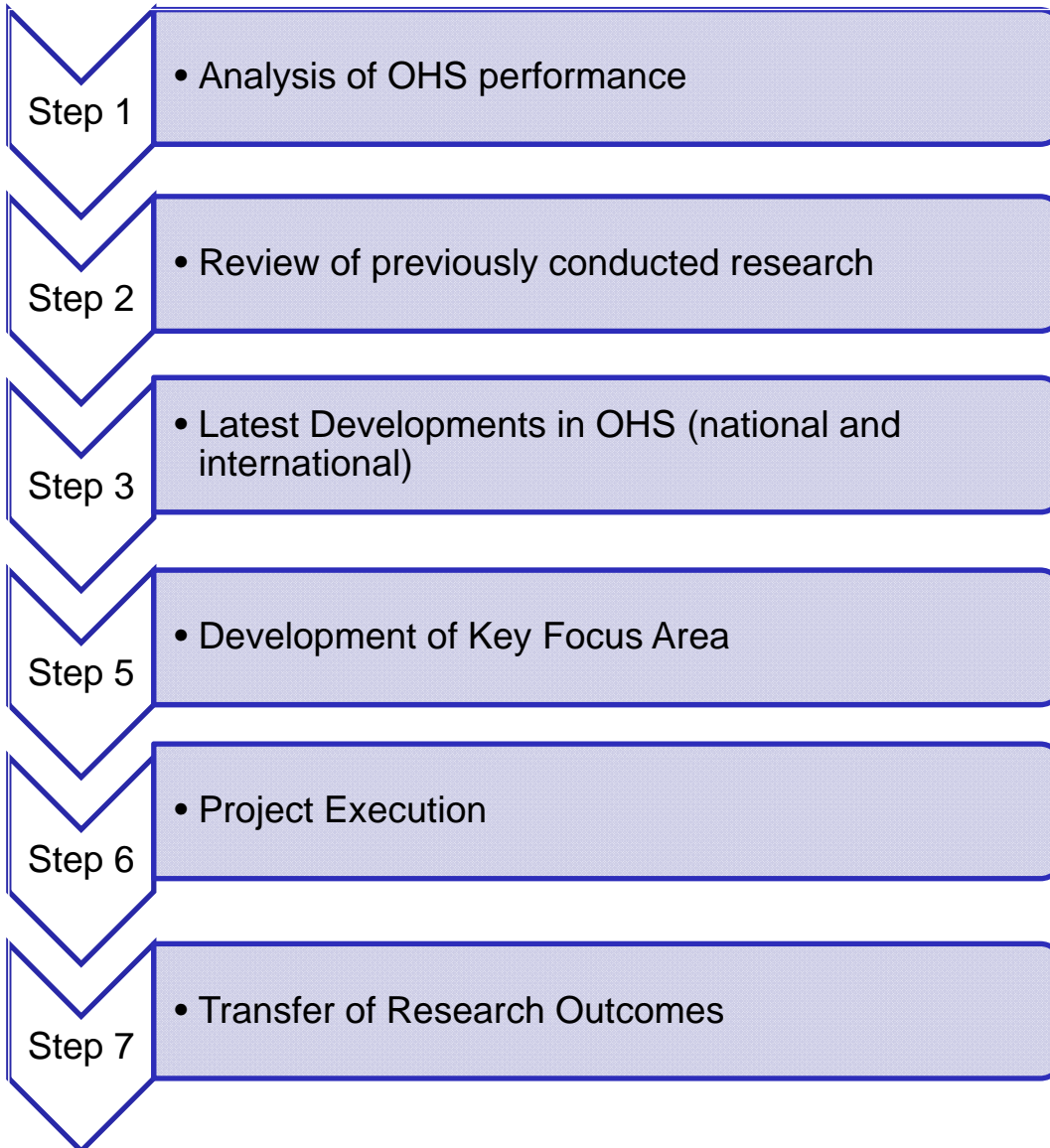
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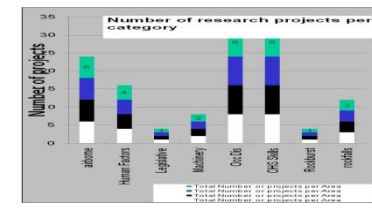
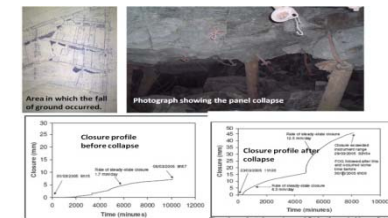
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MHSC Research Priorities and Process



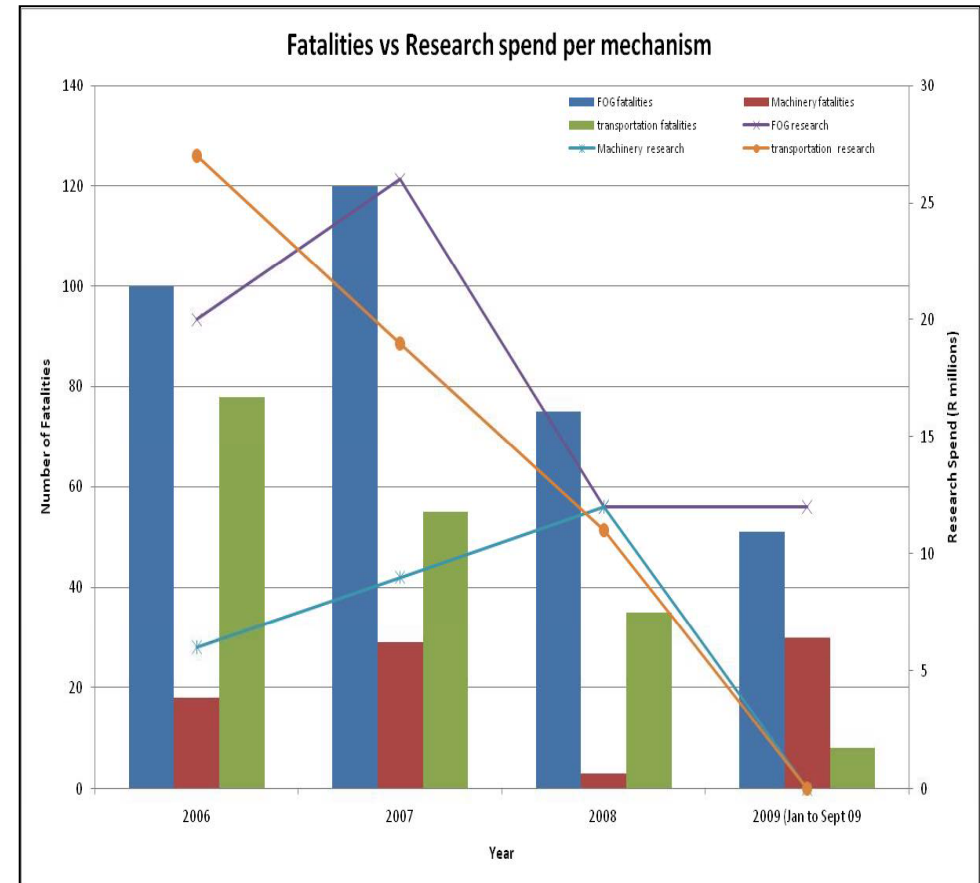
3. Rock Bursts

Ref No.	Project Title
COF 001	Preventing ground failure during tunneling
COF 002	Investigation of causes for ground failure during tunneling
COF 003	Prevention of ground failure during tunneling
COF 004	Prevention of ground failure during tunneling
COF 005	Prevention of ground failure during tunneling
COF 006	Prevention of ground failure during tunneling
COF 007	Prevention of ground failure during tunneling
COF 008	Prevention of ground failure during tunneling
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COF 049	Prevention of ground failure during tunneling
COF 050	Prevention of ground failure during tunneling



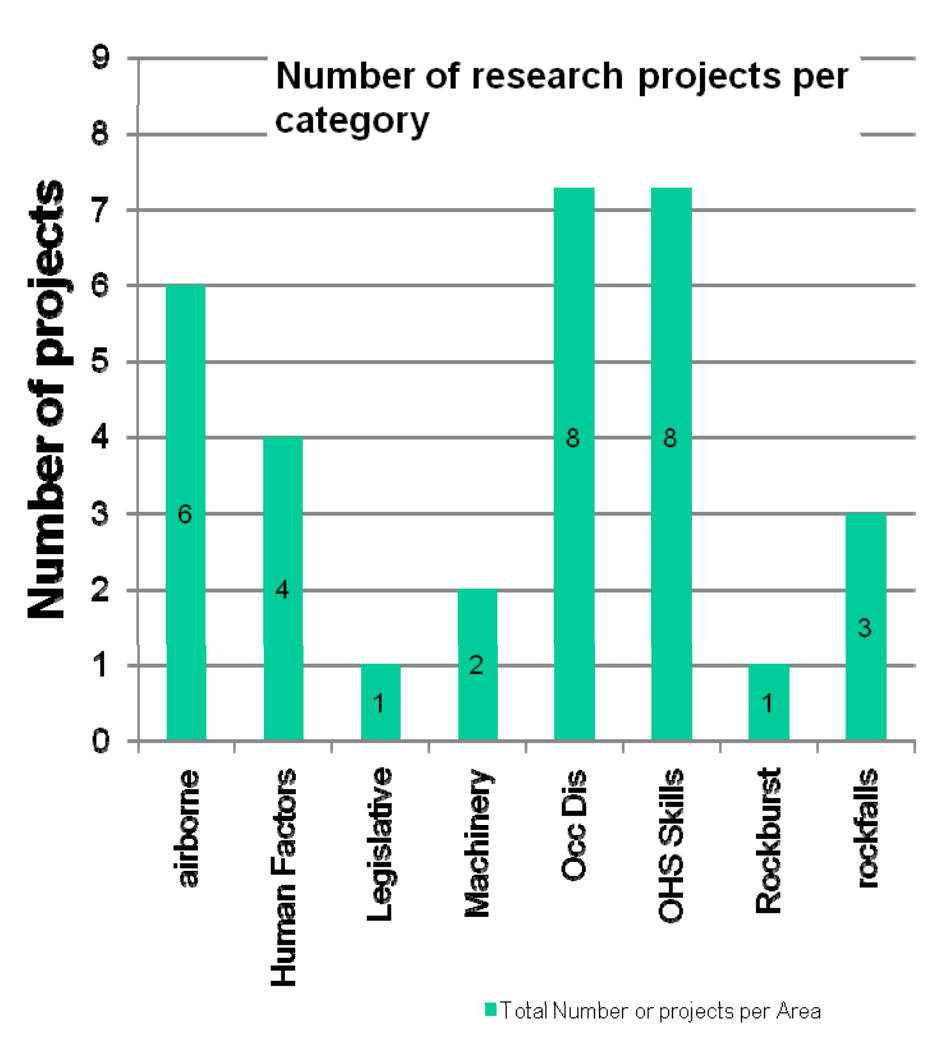
Initiatives

- Safety Research programmes:
 - Rockfall Elimination:
 - 3 phased approach
 - Monitoring
 - Design and Evaluation
 - Legislation
 - Rockburst:
 - Integration of National Seismic Network and local mine networks
 - Platinum Seismicity
 - Machinery and Transportation:
 - Collision Avoidance systems



Engaging in Purposeful Research

- Research carried out in following fields:
 - Rockfalls
 - Rockbursts
 - Airborne Particulate matter
 - Legislative topics
 - Machinery and Transportation
 - Skills Development in OHS
 - Human Factors



Key Research Themes for 2010-2011

Safety Programme

1. Ways to reduce the risk of seismic risk in Platinum Sector.
2. Integration of National and Mine-Local Seismic Networks
3. Three Phase Rockfall programme
4. Continuation projects from previous years

Health Programme

5. Silicosis programme
6. Impact of Dust on communities
7. Awareness of Thermal Stress
8. Monitoring programmes for Health Systems
9. TB in the Mining Sector
10. Engineering controls to reduce Noise

Leadership Summit Action Plan

Health and Safety Culture

Implement culture transformation framework

- Develop
- Popularise
- Do gap analysis (companies)
- Report (companies)
- Assess the culture transformation

Improve tripartite relations

- Arrange dialogues in troubled regions
- Review DMR enforcement guideline
- Develop accident investigation guideline
- Develop guideline on right to refuse dangerous work
- Ensure health and safety is a critical part of incentive schemes

Ensure implementation of summit commitments

- Evaluate progress on previous summit commitments

Leadership Summit Action Plan

Learning industry

Establish Centre of Excellence for research, research implementation and capacity-building focusing on:

- Human factors, Rock engineering, Mining, Engineering and Occupational health/hygiene

Improve OHS capacity (in partnership with MQA)

- Develop OHS qualifications framework
- Train 40000 health and safety representatives, shop stewards and strengthen their role
- Develop OHS training programme for supervisors
- Develop strategy to attract, train and retain OHS professionals (rock engineers, safety professionals, occupational hygienists, occupational medical practitioners)
- Develop strategy to attract, train and retain MHS inspectors
- Conduct Health and Safety training at all levels
- Develop mechanism for updating OHS competence for managerial and supervisory appointees
- Increase investment in skills development in the mining sector for its sustainability

Reduce illiteracy in the mining sector (in partnership with MQA)

- Adopt and implement existing strategy to reduce rate of illiteracy

Increase scarce skills that are critical to OHS (in partnership with MQA)

- Develop strategy to address skills shortage

Improve monitoring of occupation diseases (in partnership with DMR)

- Develop integrated system of occupational health management

Leadership Summit Action Plan

Healthy and Safe Workplaces

Eliminate Silicosis

- Develop new dust measurement strategy

Eliminate NIHL

- Do research to help eliminate NIHL

Eliminate falls of Ground

- Review falls of ground regulatory mechanisms
- Do research to help eliminate FOG
- Integrate mine seismic systems with national

Eliminate transport and machinery accidents

- Do research to eliminate transport and machinery

Improve lifestyle of mine workers focusing on:

- Improve quality of Accommodation
- Improve quality of Nutrition
- Improve recreational facilities
- Improve HIV and AIDS collaboration with government

Integrate and simplify compensation system

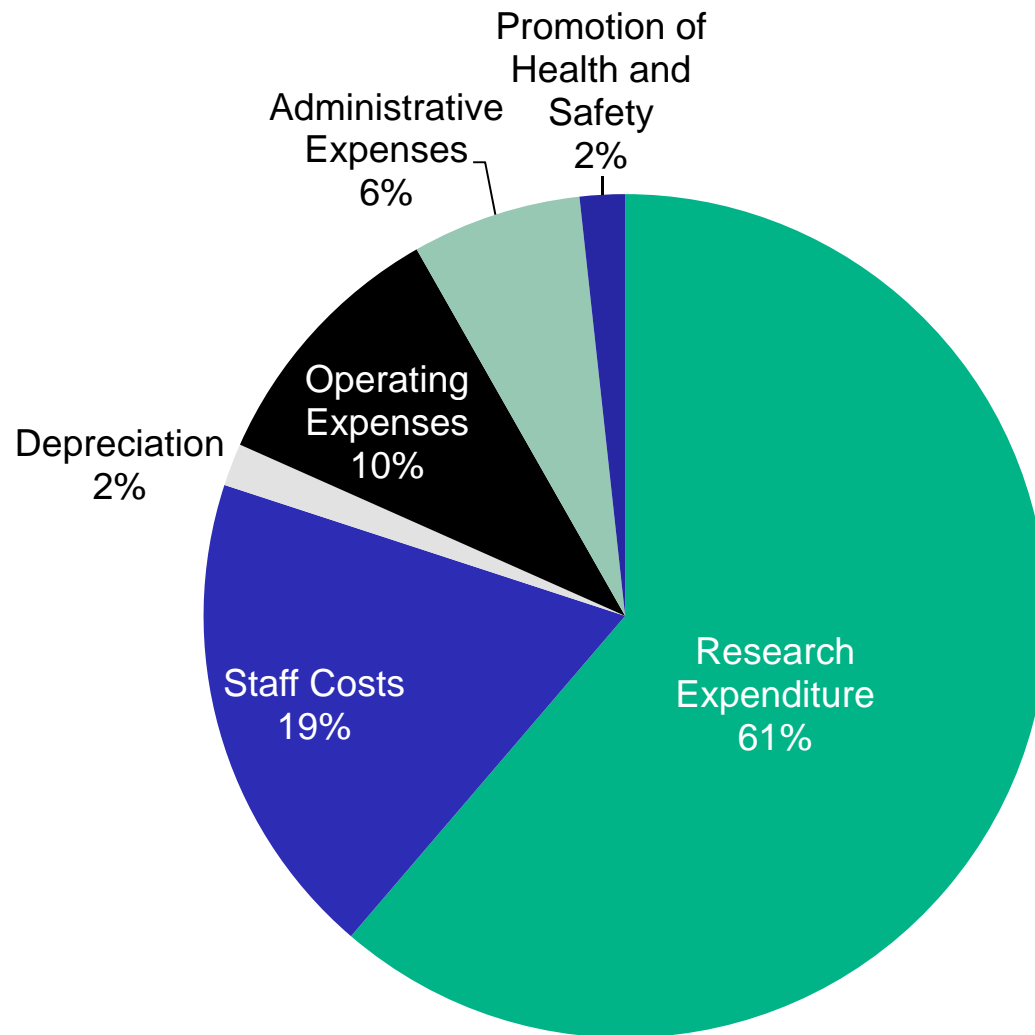
- Establish a multi-stakeholder team to consider compensation system

Medium-term budget overview

	Budget	Budget	Budget
	2010/11	2011/12	2012/13
	R000	R000	R000
Income	72 211	76 544	81 137
Research Levies	44 978	47 677	50 537
State Funding	5 425	5 751	6 096
Admin. Fines Utilised	1 272	1 348	1 429
Levy Administration	6 360	6 742	7 146
Interest Received*	2 000	2 120	2 247
Funding for shortfall*	12 176	12 907	13 681

Medium-term budget overview

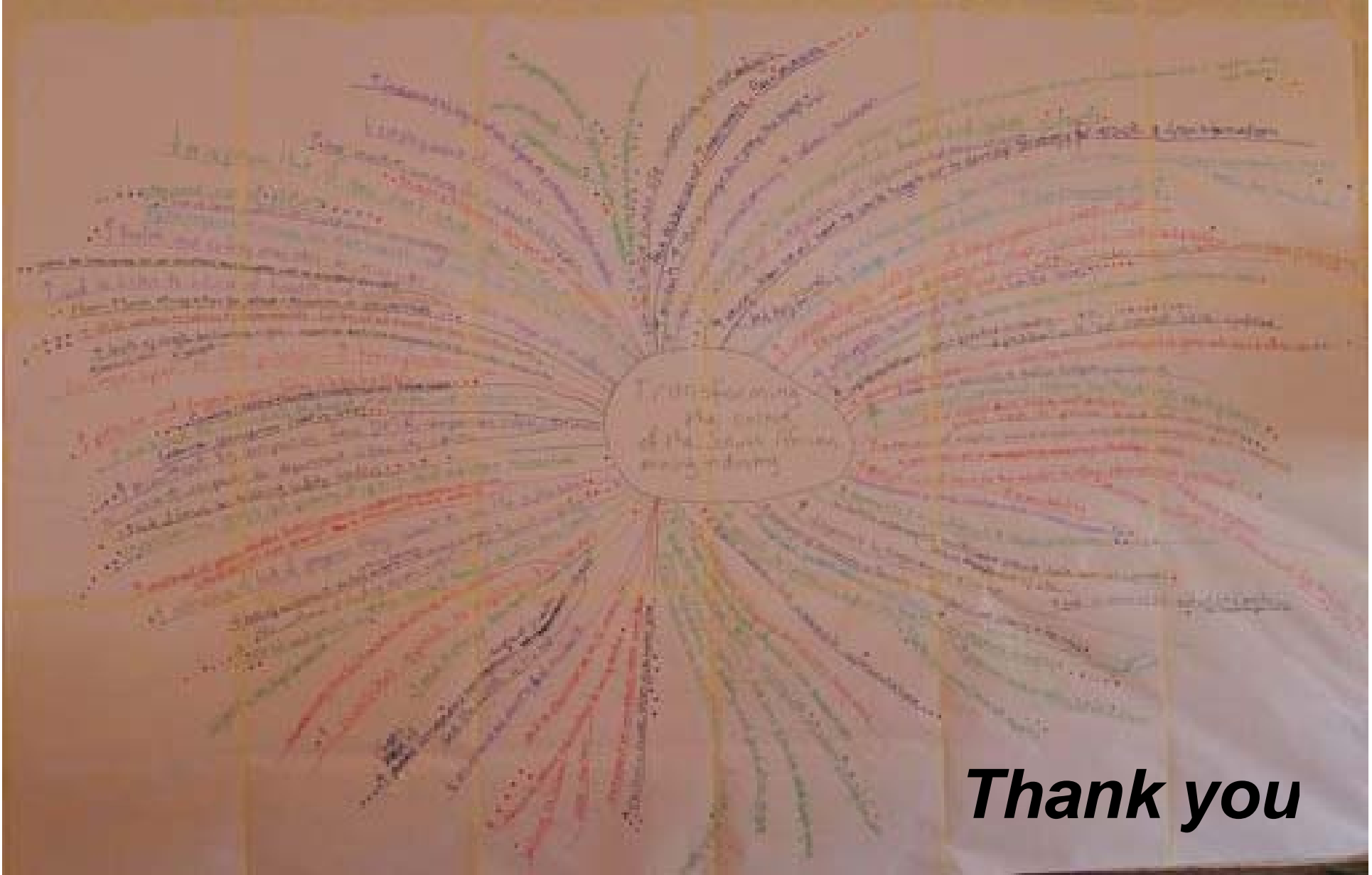
2010/11



Budget Allocation

- Summit Outcomes (R15.67 million)
 - Focus on implementation in 2010/2011 on:
 - Centre of Excellence
 - Cultural Transformation Framework
 - Improving OHS capacity
 - Improve tripartite relations
- Safety (R17.98 million)
 - Focus on seismicity
 - Continuation of rockfall research
- Health (R11.24 million)
 - Continuation of silicosis research
 - Development of monitoring and reporting systems for Health data
 - Focus on TB and mining sectors

ZERO HARM – the Ultimate goal



Thank you