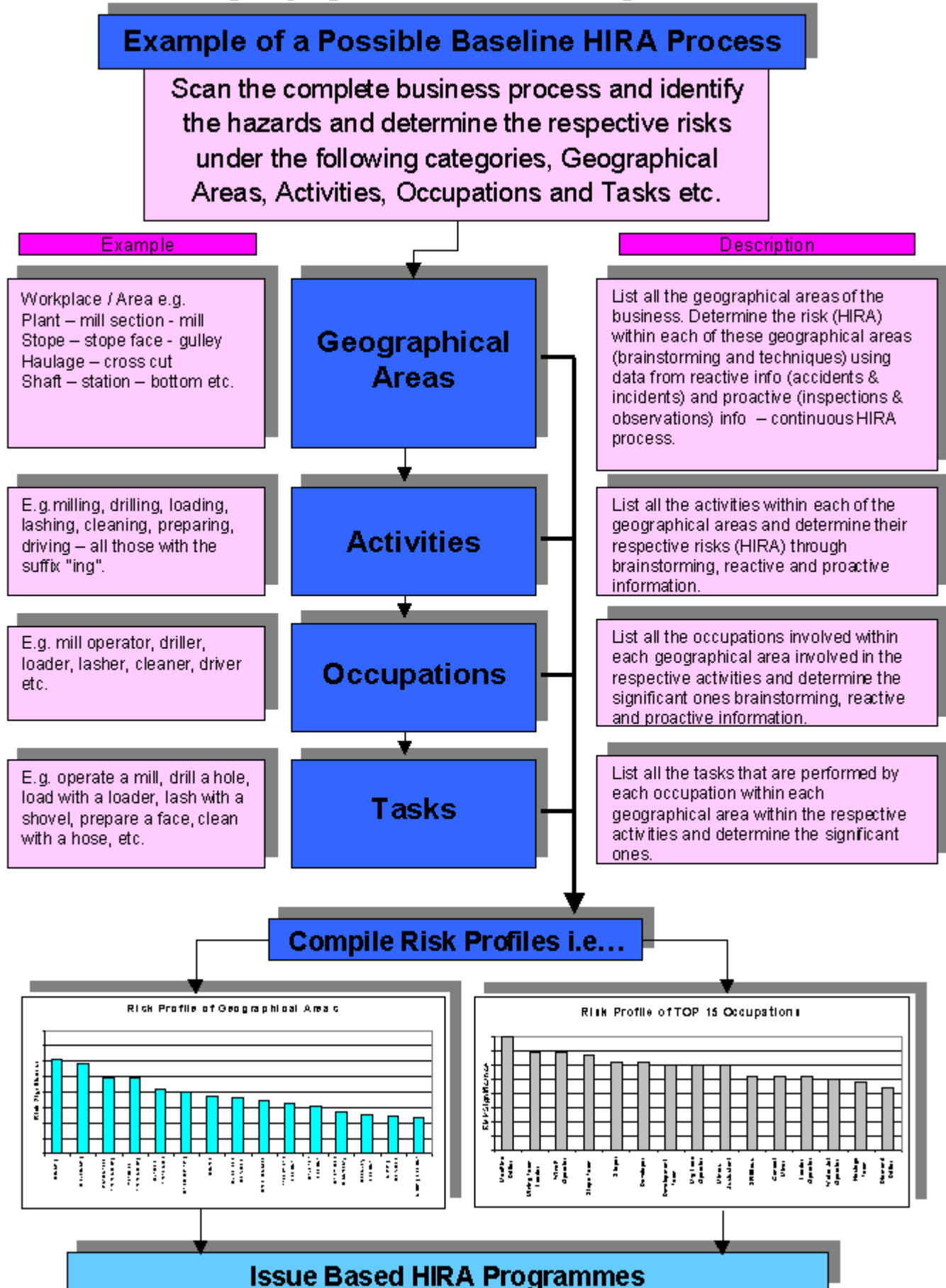


**COMMISSION OF INQUIRY INTO SAFETY AND HEALTH
IN THE MINING INDUSTRY**

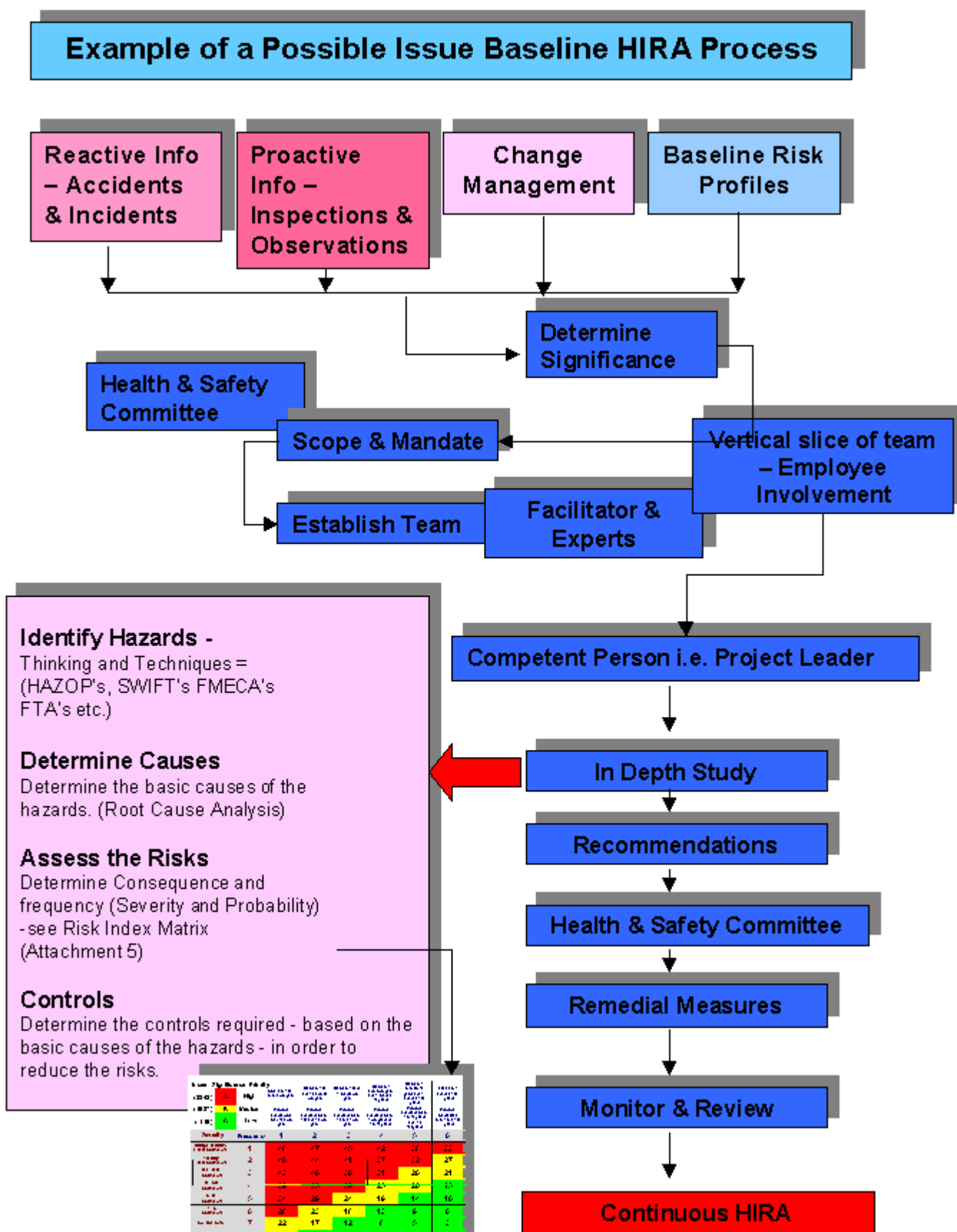
**THE FOLLOWING ORGANISATIONS AND PERSONS SUBMITTED AND
MADE REPRESENTATIONS:**

The Chamber of Mines
The National Union of Mineworkers
Western Platinum Limited
SA National Group of Rock Mechanics
Ergotec
Mr M R A Gollner
MAC Performance Consulting
Council of Mining Unions
Mineworker's Unions
SA Society of Occupational Health Nurses
NOSA - Mining Division
W C H Dobbin
SASOL
Mine Site Technologies
SA National Committee on Illumination
Mr P P Nyakane
Underground Official's Association of South Africa
Halbach & Braun SA (Pty) Ltd.
Mr H F du Toit
ASPASA (Sand Producers)
Underground Railway Association
Mr J J Kruger
Cemtec Mining Products
Mr B J Smith
National Productivity Institute
Mr Richard Spoor of Watters & Co.
(on behalf of Chemical Workers Industrial Union)
DMEA
NPI
ESKOM
SASOHN
NOSA
Highveld Steel and Vanadium Corporation Ltd.
Council for Nuclear Safety
The Mine Ventilation Society of South Africa
Mine Medical Officers Association of South Africa
SGS South Africa (Pty) Ltd.

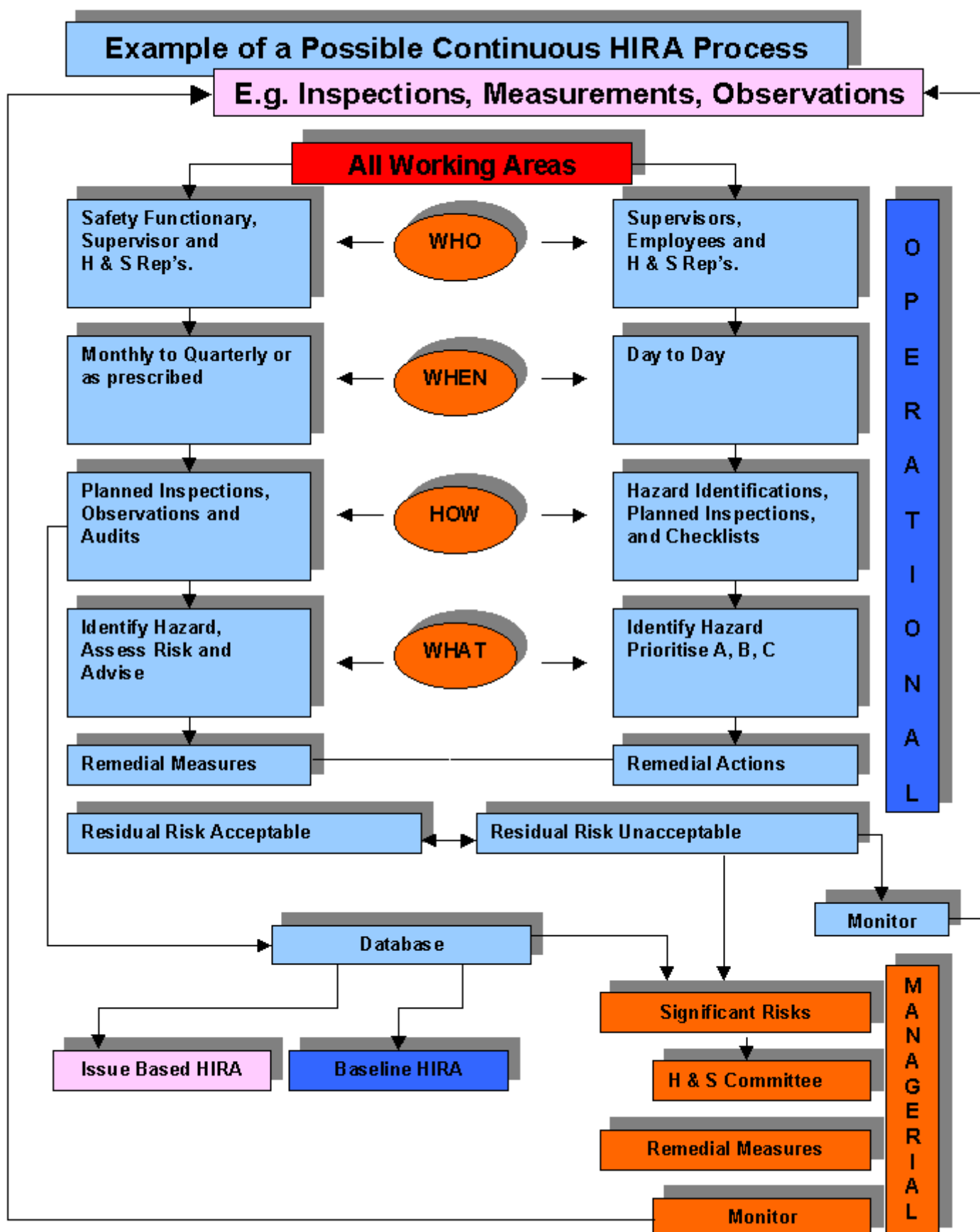
Attachment 2: Example of a possible Baseline HIRA process



Attachment 3: Example of a possible Issue-based HIRA process



Attachment 4: Example of a possible Continuous HIRA process



QUESTIONNAIRE

Interviewee:

Organisation:

Date:

1.1 INTRODUCTORY QUESTIONS:1.1.1 What is the **definition** of the **terms Small Scale Mining**?

.....

.....

1.1.1.1 Dimensions:

-- No. of Employees?

.....

-- Quantity Productive Output?

.....

-- Market Capitalisation?

.....

1.1.2 What is the **definition** of the **terms Junior Mining**?

.....

.....

1.1.2.1 Dimensions:

-- No. of Employees?

-- Quantity Productive Output?

-- Market Capitalisation?

.....

1.1.3 How Large is the SJM Sector?

.....

.....

1.1.3.1 Dimensions:

- No. of Employees?
- Quantity Productive Output?
- Market Capitalisation?
.....

1.1.4 How many are the organised and formal SMJ Associations?

.....
.....

1.1.5 What are the Dimensions of the SJM Associations?

.....
.....

1.1.5.1 Dimensions:

- No. of Employees?
- Quantity Productive Output?
- Market Capitalisation?
.....

1.1.6 How many of the SJM Associations are nationally recognised?

.....
.....

1.1.6.1 What are the examples? - OR

1.1.6.2 If No, Why? and

1.1.6.2.1 What are the problems?

.....

1.1.6.2.2 What are the fundamental reasons?

.....

.....
.....

1.1.7 Was the MHS policy review process communicated satisfactorily with the SJM?

Code	Response	Make a Tick
1.1.7i)	Communication was totally Satisfactory	
1.1.7ii)	Communication was mostly Satisfactory	
1.1.7iii)	Communication was moderately Satisfactory	
1.1.7iv)	Communication was moderately <u>un-</u> Satisfactory	
1.1.7v)	Communication was mostly <u>un-</u> Satisfactory	
1.1.7vi)	Communication was totally <u>un-</u> Satisfactory	
1.1.7vii)	I do <u>not</u> Know	

1.1.8.1 What are the examples? - OR

1.1.8.2 If No, Why? and

1.1.8.2.1 What are the problems?

1.1.8.2.2 What are the fundamental reasons?

1.2 PARTICIPATION OF SMALL AND JUNIOR MINES AND INDEPENDENT RESEARCH BODIES:

1.2.1 Was there participation of the small and junior mines in the initiation of MHS policy process in 1994, and beyond?

Code	Response	Make a Tick
1.2.1i)	All SJMs participated	
1.2.1ii)	most SJMs participated	
1.2.1iii)	Some SJMs participated	
1.2.1iv)	Some SJMs did <u>not</u> participate	
1.2.1v)	Most SJMs did <u>not</u> participate	
1.2.1vi)	All SJMs did <u>not</u> participate	
1.2.1vii)	I do <u>not</u> Know	

1.2.1.1 What are the examples of participation? - OR

.....

1.2.1.2 If No, Why? and

.....

1.2.1.2.1 What are the problems?

.....

1.2.1.2.2 What are the fundamental reasons?

.....

1.2.2 What efforts were made to seek participation of the CBOs and NGOs and institutions of higher education?

.....

1.2.2.1 What are the examples? - OR

1.2.2.2 If No, Why? and

.....

1.2.2.2.1 What are the problems?

.....

1.2.2.2.2 What are the fundamental reasons?

.....

1.3 MINE HEALTH AND SAFETY POLICY PROBLEM DEFINITION:

1.3.1 Was the policy process proactive versus reactive?

.....
.....

1.3.2 How were problem areas identified and defined?

.....
.....

1.3.2.1 What are the examples? - OR

.....
.....

1.3.2.2 If No, Why? and

.....
.....

1.3.2.2.1 What are the problems?

.....
.....

1.3.2.2.2 What are the fundamental reasons?

.....
.....

1.3.3 Was technical research used to identify the MHS policy problems for

SJM?

.....
.....

1.3.3.1 What are the examples? - OR

.....
.....

1.3.3.2 If No, Why? and

.....
.....

1.3.3.2.1 What are the problems?

.....
.....

1.3.4 Was **social research** used to identify the MHS policy problems for SJM?

.....
.....

1.3.4.1 What are the examples? - **OR**

.....
.....

1.3.4.2 If No, Why? and

.....
.....

1.3.4.2.1 What are the problems?

1.3.5 **Was the** policy process **adequately designed?**

.....
.....

1.3.6 Have the **commodity**, **sectoral** and **regional dimensions** of the MHS policy problems for SJM been understood;

.....
.....

1.3.6.1 What are the examples? - **OR**

.....
.....

1.3.6.2 If No, Why?

.....
.....

1.4 **POLICY FORMULATION:**

1.4.1 Did policy **formulation** adequately consider the effects of the **behavioural** dimension upon the SJM MHS policy review process?

.....
.....

1.4.2 Were the likely affects of leadership, cultures, normative **values and beliefs sufficiently conceptualised against the multi-ethnic** societal background of South Africa?

.....
.....

1.4.2.1 What are the examples? - **OR**

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.....

1.4.2.2 If No, Why?

.....
.....

1.4.3 Does **belief** exist that women employees bring bad luck and greater likelihood of occupational accidents and fatalities?

.....
.....

1.4.4 Had there been **deviations** from the **original objectives** of the MHS policy for SJM?

.....
.....

1.4.5 Were the **recommended** policy options once off; continuous and did they options include **proposed implementation plans** for SJM sector?

.....
.....

1.4.5.1 What are the examples? - **OR**

.....
.....

1.4.5.2 If No, Why? and

.....
.....
1.4.5.3 What are the problems?
.....
.....

1.5 IMPLEMENTATION IMPLICATIONS:

1.5.1 Is there **satisfaction** with the **application** to **SJM** of the **general policy** which is also applicable to large mines?

Code	Response	Make a Tick
1.5.1i)	TOTALLY Satisfactory with Application	
1.5.1ii)	MAJORITY Satisfactory with Application	
1.5.1iii)	MODERATE Satisfactory with Application	
1.5.1iv)	MODERATE <u>dis</u> -Satisfaction with Application	
1.5.1v)	MAJORITY <u>dis</u> -Satisfaction with Application	
1.5.1vi)	TOTALLY <u>dis</u> -Satisfaction with Application	
1.5.1vii)	I DO <u>NOT</u> KNOW	

1.5.1.1 What are the examples of the **suggested solutions**?
.....
.....

1.5.2 Are there **enough MHS Inspectors** for the SJM?
.....
.....

1.5.3 Are the **MHS Inspectors** for the SJM adequately **trained**?
.....
.....

1.5.3.1 What are the examples?

1.5.4 Have there been **monitoring and evaluation** plans for policy performance?

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.....

1.5.4.1 What are the examples?

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**QUESTIONNAIRE AIDS: any extra written material or
recommendations???**

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THANK YOU VERY MUCH FOR YOUR TIME AND HELP!

APPENDIX 4

LIST OF INTERVIEWEES:

	INTERVIEWEE:	ORGANISATIONAL AFFILIATION:	DATE:
1	Mr D Bakker	Former Deputy Director General/ Chief Inspector of Mines, DME, Johannesburg	19.12.2002
2	Mr F Barradas	Inspector of Mine Survey {for Small Scale Mines}, DME, Pretoria	20.12.2002
3	Ms B Hoggins	Occupational Health Officer, Corobrik, Edenvale	13.12.2002
4	Mr K Landman	Acting Director - Mine Survey; MHS Co-ordinator for Small Scale Mines, DME, Pretoria	20.12.2002
5	Ms M Llale	Former Labour Convenor on MRAC, NUM, Johannesburg	19.12.2002
6	Mr W Leshilo	Manager: Standards Generating Body, Mining Qualifications Authority (MQA), Johannesburg	19.12.2002
7	Mr H Meyer	Project Manager, MQA - Sector Education and Training Authority (SETA), Johannesburg	19.12.2002
8	Mr D Motswaledi	Director - Small Mines, Mineral Development, DME - Head Office, Pretoria	19.12.2002
9	Mr H Mtegha	Programme Manager - Mining, Minerals and Energy Policy Centre (MEPC), Randburg	06.12.2002
10	Mr N Pienaar	Director, Aggregates and Sand Producers Association of South Africa (ASPASA), Johannesburg	03.12.2002

MEETING ATTENDED:		
1	Meeting of the National Skills Fund on Small Scale Mining Project, MQA	16.01.2003

**Small Scale Mining
National Steering Committee of Service Providers to the Small Scale Mining Sector (NSC).**

In order to stream line the institutional support required to assist the aspirant small scale mining projects through the pre-feasibility and feasibility stages of the project, a National Steering Committee of Service Providers to Small Scale Mining Industry (NSC) has been established. The NSC comprises:

- Department of Minerals and Energy;
- Council for Geoscience;
- Mintek;
- CSIR-Miningtek;
- Minerals and Energy Policy Centre (MEPC);
- Khula Enterprise Finance;
- Ntsika Enterprise Promotion;
- Industrial Development Corporation;
- South African Diamond Board.

Regional Small Scale Mining Committee

The Department of Minerals and Energy has a co-coordinating role in this process and has identified the need to establish a communication network between the NSC and the local role players in the (9) mining regions. The local role players are those who are facing the problems arising from illegal small scale mining operations and receiving applications for assistance on a daily basis.

In order to achieve this end, a Regional Small Scale Mining Committee, to be chaired by the Director: Mineral Development will set up in each Mining Region. This Regional Small Scale Mining Committee, should be composed of the following stakeholder Government institution which must approve any small scale mining project in respect to its various aspects such as environment, land use, land ownership, etc.

- Department of Minerals and Energy;
- Directorate: Mineral Development;
- Directorate: Mine Health and Safety;
- Department of Water Affairs and Forestry;
- Department of Environmental Affairs and Forestry;
- Department of Agriculture v Department of Land Affair;
- Respective Local and Provincial Government.

The Regional Committee is intended to serve as the agent to identify the exact nature and the problems created by each specific, illegal and / or sub-optimal small-scale mining operation in the Region, and explore the avenues through which these problems can be solved. These committees will also constitute the capacity which will receive applications for assistance in developing greenfield projects.

In cases where the necessary technical expertise and financial resources are not available in the Region, the Regional Committee should refer the issue to the NSC to provide institutional support. The NSC will work together with Regional Committees in order to assist non-qualifying small-scale miners in establishing legal entities, complying with regulatory requirements, and developing sustainable operations.