

L E A R N I N G H U B

**WINCH COVERS**

**SUMMARY OF GENERIC BEHAVIOURAL ASPECTS**

June 2014



**CHAMBER OF MINES OF SOUTH AFRICA**

*Putting South Africa First*



1. **SUMMARY OF GENERIC BEHAVIOURAL ASPECTS (Generic book stuff and the mine as is)** 
   1. **Behavioural communication requirements**

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| No. | Issue / belief | Essence of required behavioural communication |
| 1 | No perceived personal benefit | The direct benefits to the operators of adopting the SLP must be clearly identified and communicated to them. The 50% reduction of silica dust inhalation must be clearly explained. |
| 2 | Potential negative impact on production | There should be no negative impact on production. |
| 3 | Extra work effort | There is no extra work involved |
| 4 | Short cuts to meet production targets | Not applicable |
| 5 | Trust and buy-in | Repeatedly emphasise to all supervisory levels the importance of regular dialogue with their staff |
| 6 | Leaders must lead by example | Leaders responsible for maintenance of the equipment must diligently ensure the equipment is maintained |
| 7 | Worker disregard for health and safety | Managers must regularly demonstrate their high regard for health and safety |
| 8 | Failure to implement training provided | Explain to supervisors that they must not allow sub-standard activity (maintenance) – they will get what they allow. They must provide constructive coaching or if necessary send the person for re-training |

**1.2 Leadership behaviour requirements**

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| Antecedents  (For desired behaviour) | Behaviours  (Desired for successful adoption) | Consequences  (For exhibited behaviour) |
| Operational adopters | | |
| * Operational training / instruction * Briefing before implementation * Regular SLP performance enquiries | * Operate SLP as instructed * No short cuts * Report any problems with SLP * Request explanations to ensure understanding | * Immediate positive feedback from supervisor on observing desired behaviour * Constructive coaching to address observed problems (no abuse) * Special recognition / reward for exceptional performance |
| First level supervisors | | |
| * Operational training / instruction * Briefing before implementation * Regular meetings with next level supervisor | * Regularly check on SLP performance * Ensure operators receive any necessary training / instruction * No short cuts on any safety related issue * Prompt action on any reported SLP problems * Provide immediate positive feedback on observing desired behaviour * Provide constructive coaching on observing sub-standard behaviour | * Immediate positive feedback from next level supervisor on observing desired behaviour * Constructive coaching to address observed problems (no abuse) * Special recognition / reward for exceptional performance |
| Second level supervisors (and any other levels if applicable) | | |
| * Briefing before implementation * Regular meetings with next level supervisor | * No short cuts on any safety related issue * Ensure that operators and supervisors receive any necessary training / instruction * Enquiry about SLP performance at regular meetings with supervisors | * Immediate positive feedback from next level supervisor on observing desired behaviour * Constructive coaching to address observed problems (no abuse) * Special recognition / reward for exceptional performance |