

The Adoption of the HPD_TAS_Tool Leading Practice

Presented by: **BN Mkhwanazi**
Occupational Hygienist
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GEOGRAPHICAL AREA

Zondereinde mine is located on the upper end of the western limb of the South African Bushveld Complex, adjacent to the Anglo Platinum's Amandelbult operation.

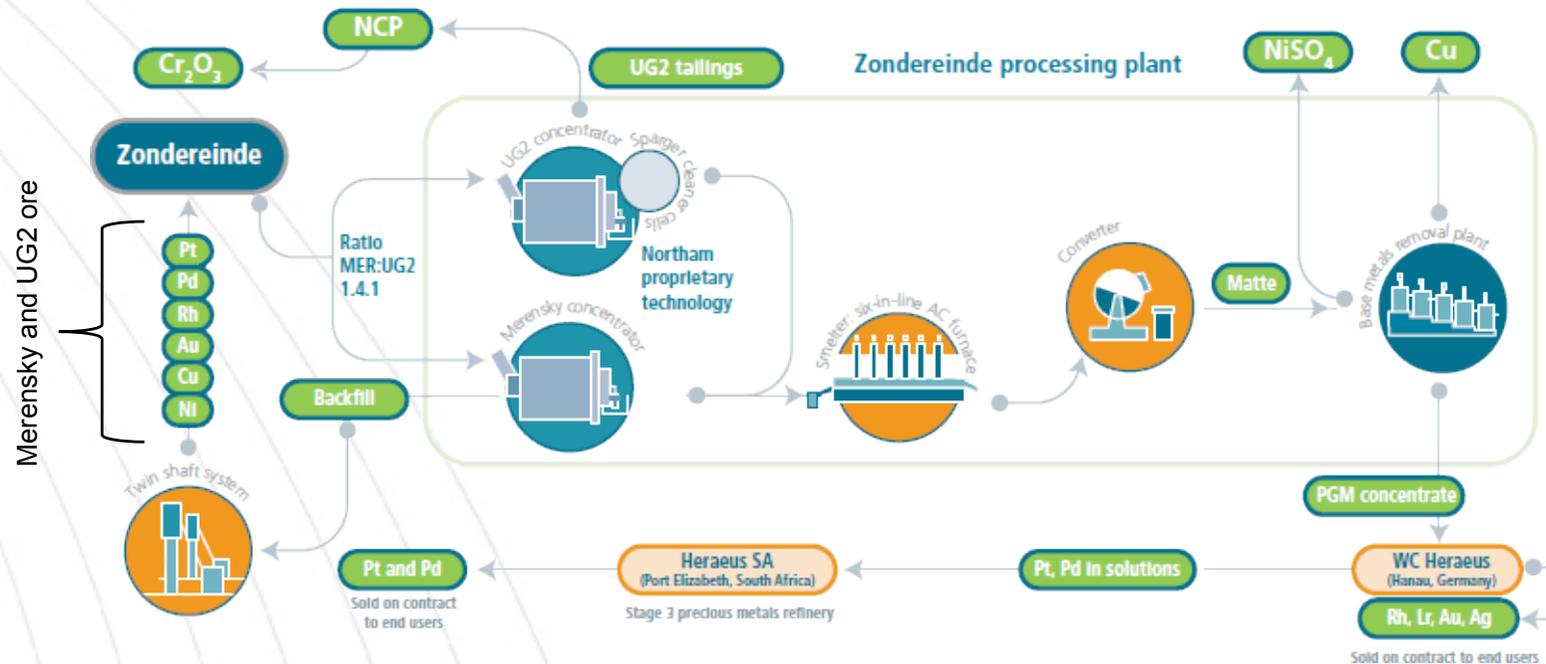


MATERIAL MINED

At the Zondereinde mine Northam conducts underground mining operations, exploiting two reefs – the Merensky and UG2 reefs – via a twin shaft system at depths varying between 1 294 and 2 112 metres below surface.

Mining activities are driven by hydropowered equipment, a technological innovation pioneered by Northam, and which has now become common practice in deep-level mines.

Surface infrastructure comprises two concentrator plants (for both Merensky and UG2 ore), a chrome plant, a smelter and base metals removal plant (BMR) where copper (Cu) and nickel (Ni) are extracted from the high grade PGM concentrate, and a furnace slag re-treatment plant.



BENEFITS OF THE HPD_TAS_TOOL AND ADOPTION PROCESS

BENEFITS

- Greatly assists in the conservation of hearing through proper selection of HPDs, improved awareness on the effects of exposure to unprotected noise and proper training on the use and care of HPDs .
- Increases the company's score on the mining charter report
- Increases KPI of the appointed project champion

ADOPTION PROCESS

- Understanding of each and every step of the adoption process and its relevance is vital – this is made easy by constantly engaging the mosh noise team and other adopters.
- Taking charge on the implementation of 'recommendations' indicated on the behavioral communication plan and leadership behavioral plan is very important, mostly on the lesson plans.

CHALLENGES FACED & SOLUTIONS PROVIDED

CHALLENGES

FAILURE TO PLAY TRAINING DVD

- Training personnel ‘forgetting’ to play training DVD.

THE USE OF TRAINING BOOKLETS NOT SUPPORTED BY TRAINING PERSONNEL DUE TO LANGUAGES USED ON THE BOOKLETS.

SOLUTIONS

DVD files converted into compatible movie files that can be played using a common media player.

Hyperlink included on the training document.

> mosh noise videos and the training booklet now easily accessible from the training document.

> training booklet now displayed on the projector in English and interpreted to all employees in in Fanakalo where required.

MOSH NOISE BOOKLET

(PRESS THE CTRL BUTTON AND [CLICK HERE](#) AT THE SAME TIME)

MOSH NOISE VIDEOS PLAYBACK

(PRESS THE CTRL BUTTON AND [CLICK HERE](#) AT THE SAME TIME)

Revised: 14 April 2014

Lesson Plan – Underground Induction /
Refresher - Day 1 & 2

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EMPLOYEE BUY-IN AND NIHL REDUCTION

EMPLOYEE BUY-IN

Employees showed great interest on the leading practice adoption. Most employees recommended “Fanakalo” language to be used on training videos.

NIHL REDUCTION

It is still early to detect any reduction in NIHL. A three year statistical analysis, at least, would be required to determine whether any reduction in NIHL has occurs.

However, there is a great improvement on the employees’ knowledge on how to use the HPDs.

SUCCESSSES AND THE WAY FORWARD.

The adoption is almost complete and is due to finish by mid July.

Focus will now be put on the portfolio of evidence, monitoring and reporting of the leading practice.