

MOSH e-news

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Editorial

Avoiding Information Overload -

*While proudly presenting you with our second issue, we could not help wondering whether you wonder (excuse the tautology) about the publication frequency of **MOSH e-news**. We have decided to publish this newsletter once a month. The decision for this was reached after taking into account the need to inform without creating an impression of information overload.*

This also led to a different problem which arose out of storing too much news items as the bulkiness of **MOSH e-news** could have the unintended consequences of encouraging readers to simply press "**Delete**" on their computers before reading all articles. Begging your indulgence in advance, we have decided to send the current issue in two batches in an attempt to retain your interest. Our first batch of this issue of **MOSH e-news** will be on two items. Welcome to the second issue of **MOSH e-news**.



- The quest for Zero Harm – industry representatives working hard in search of solutions -

This issue comes after two very important events in our "never-ending" journey towards **zero harm**. The first was the meeting of

communications professionals at the Chamber of Mines on Friday the 29th of February, and the second was the week-long MOSH Adoption System Workshop which started on Monday the 3rd of March and ended on Friday the 7th.

From both events, we detected great passion and enthusiasm which went beyond our expectations. The perennial quest for the meaning of "zero", in the context of reducing harm to people, was robustly discussed at both events. The jury is still out on this one and **MOSH e-news** intends to revisit this issue at a later stage. What was not argued was the general agreement that "one death is one too many" and that this should inform all our activities. Equally agreed was the need to put greater effort into combating the effects of dust and noise as the impact of these is not immediately detectable and yet the harm is not reversible.

Feedback is always welcome. Please enjoy.

A Communicator's Visit to the Chamber

One of the pre-requisites for the success of the MOSH Adoption System is communications. It is therefore imperative that those involved with the system should have a common understanding of what is expected of them and when it is expected. Feedback so far has indicated that the Secretariat of the Adoption System and its

Communications Facilitators do not have the appropriate knowledge of, and access to, individual company communications channels to enable permeation of information to the “right and relevant” people”. To overcome this hurdle, it became clear that the identification of all communications channels and opportunities to improve access to the “right and relevant” people within member companies had to be prioritised.

As part of this effort, on Friday the 29th of March, 11 communications professionals from members of the Chamber of Mines met for a briefing on the Adoption System and the role they could play. The meeting also provided delegates with an opportunity to get first hand background information on behavioural (risk) communications from Gordon Butte of Decision Partners.

Behavioural (risk) communications is the primary operational technique of the MOSH Adoption System. It is therefore important that those associated with the Adoption System should have a working understanding of it. While three hours was not enough to gain fluency on this type of communications, the meeting opened up contact channels for further updates and the way forward. However, the objective of the meeting was attained, even though the question of “what now?” could not be satisfactorily answered. The answer to the question would come out of the MOSH Adoption System Workshop which took place from the 3rd of March to the 7th of March 2008.

Regrettably, due to an oversight, a photo opportunity to capture this historic moment was lost.

MOSH Goes to the Bush

In the old days they used to call it the bosberaad. These days they call it an Indaba. It is a meeting held far away from interruptions at a location where due attention could be paid to the business at hand. The MOSH Adoption System went on one of these but ours was a five-day **workshop** without the “shop” part. The workshop was attended by both the full time and part time Adoption Team members. The purpose was for each focus area (in case you forgot – noise, dust, Fall of Ground and Leadership) to identify a solution for adoption, identify a demonstration mine, and to draw up a plan on the way forward.

It also provided the first opportunity in which the full-time team members worked together with the part-time members. Except for the plenary

sessions, the teams spent most of their time in breakaway sessions. During some of those days, Task Force members and experts in the focus areas attended to provide some input.

For five continuous days, the Adoption Teams worked their way through “The Workbook”. This is a plan/guide “book” compiled and designed specifically for the workshop which provided a step-by-step-day-after-day work programme. Before I start sounding a bit outlandish, I will stop right here because this is one of those instances where to understand, you had to be there.

Of importance, and rather amazing, is that the enthusiasm and energy was palpable throughout the week. Usually after three days of people canned in an unfamiliar environment, slogging everyday into the late hours of the night, tempers tend to fly but not on this occasion. Whether it was because of the structure of the workshop or the passion of the team members in their quest, the week passed on without such incidents. The results of the week were as follows:

Dust Adoption Team

In their breakaway sessions, Dr Vanessa Govender (Gold Fields) and Tom Rogans (Anglo Coal) the two full-time Dust Team members were joined by the part time team members: Inus Labuschagne (Sasol), Khumbula Bhembe (Anglo Coal), and Julize van Niekerk (AngloGold Ashanti). The team’s facilitator was Dr Fazel Randera, a member of the MOSH Adoption System Secretariat. The experts who assisted in the discussions were Dr Kobus Dekker, (Consultant), Dr Jan du Plessis (Gold Fields), and Dr Frank Fox (Anglo American). This was a relatively small group with disproportionately “diverse backgrounds and varying levels of expertise”.



- We need to make a difference into the lives of people who pay our salaries. A point is made by Inus Labuschagne -

The solution reached by the Dust Adoption Team was the utilization of **a dust suppression agent added to water and complemented by fogging units**. This was to be supported by **a comprehensive dust management system manual** as part of a broad dust control strategy. As a way forward, the Dust Adoption Team was to demonstrate the project at one mine with the intention of refining the solution for adoption at a different one.

Noise Team (Go Big or Go Home)

The Noise Adoption Team, with 11 members (excluding the three experts Johan Kielblock (Consultant), Shane Ambrosio (Xstrata), and Morne Beukes (AngloGold Ashanti)) had a total of 243 Years of mining industry experience. The two full time members Dickie Coutts (Harmony) and Des Wrigley (retired from AngloGold Ashanti), who had recently joined the Adoption System, were complemented by part time members: James Janse van Rensburg (Impala), Willie Matthysen (Sasol), Harry Barnard (Kumba), Rudi Kraft (Anglo Platinum), Koos Havenga (AngloGold Ashanti), Johan Maass (Gold Fields), Dawid Mellet (Lonmin) and Johan Oostendurp (Lonmin). The Noise Adoption Team’s breakaway sessions were facilitated by Dries Labuschagne of the MOSH Adoption System’s Secretariat.



- 243 years of mining experience protecting the LR 90 -

In line with its motto, “Go Big or Go Home”, the Noise Adoption Team team looked for a solution that, in addition to significantly reducing noise, would have an impact on the largest number of people. The rock drill was identified as a significant contributor to noise induced hearing loss to the largest number of people. The challenge was, therefore, to find a quieter rock drill. **The LR 90 Pneumatic Rock drill** was chosen to replace conventional, noisy pneumatic rock drills currently being used. The team stated that this choice would lead to a

noise reduction in Rock Drill noise from 118 db(A) to 98 dB(A).

Fall of Ground (FOG) Adoption Team

The two permanent members of the FOG Team, Andre van Zyl (Anglogold Ashanti) and Eric Scholtz (Anglo Platinum), who also recently joined the Adoption System, worked with six part-time team members: Greg More O’Ferral (Lonmin), Kevin Brentley (Harmony), Gary Dukes (AngloGold Ashanti), Noel Fernandez (Impala), Ferdie Hutten (Murray and Roberts Cementation), Frans Kastelyn (Gold Fields) and Martin Kriel (Gold Fields). Professor Alex du Plessis of Turgis Consulting provided expert input in this team’s deliberations. The facilitator was Consultant, Dr John Stewart.



- The FOG team worked in such a confined space that we couldn’t get everyone in the picture -

Like all other teams, the FOG team looked at a group of up to 20 possible solutions for adoption but in line with the objectives of the workshop, had to come up with one. The solution identified by the FOG Team was the implementation of **adequate examination and making safe** procedures and practices. The team concluded that if these procedures and practices are in place and accepted by all stakeholders to the point where “no work will commence in any area that has not been adequately examined and made safe”, risk related to behaviour would be reduced by up to 50%.

Leadership

Sietse van der Woude, a member of the MOSH Adoption System’s Secretariat, facilitated the Leadership Adoption Team. The two full-time team members, Lazarus Sefole (De Beers) and Martin van Wyk (Lonmin) were complemented by part time members: Dr Koos Oosthuizen (Murray & Roberts) , Dries Grobbelaar (Anglogold Ashanti) and Theo Keyter (Gold

Fields). This team also included Portia Kgosimang of the Adoption System Secretariat. Expert input was provided by Joe Meyer (Exxaro), Andre van der Bergh (BHP Billiton), Rod Charlton (Psychologist) and Francois Smit (SAFEmap Africa).



- Leadership Team demonstrating one element of Leadership, paying attention -

Of interest, and this was the case with the experience of most teams, was that the solutions reached had already been identified and documented, the problem was that sustainable adoption had proved illusive. The challenge was to find out why this was the case. In its deliberations, the team looked into many leadership programmes that had been tried by other organisations. The identified solution incorporated a number of opportunities into one leadership process which is ***to develop a leadership process containing good practices that will drive zero harm in a sustainable manner.*** The intention is to adopt this initially at two mines.



- Day five of the MOSH Adoption System Workshop, a moment before engines were revved up. I could name names but a picture is worth a thousand words.

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