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OCCUPATIONAL
SAFETY & HEALTH
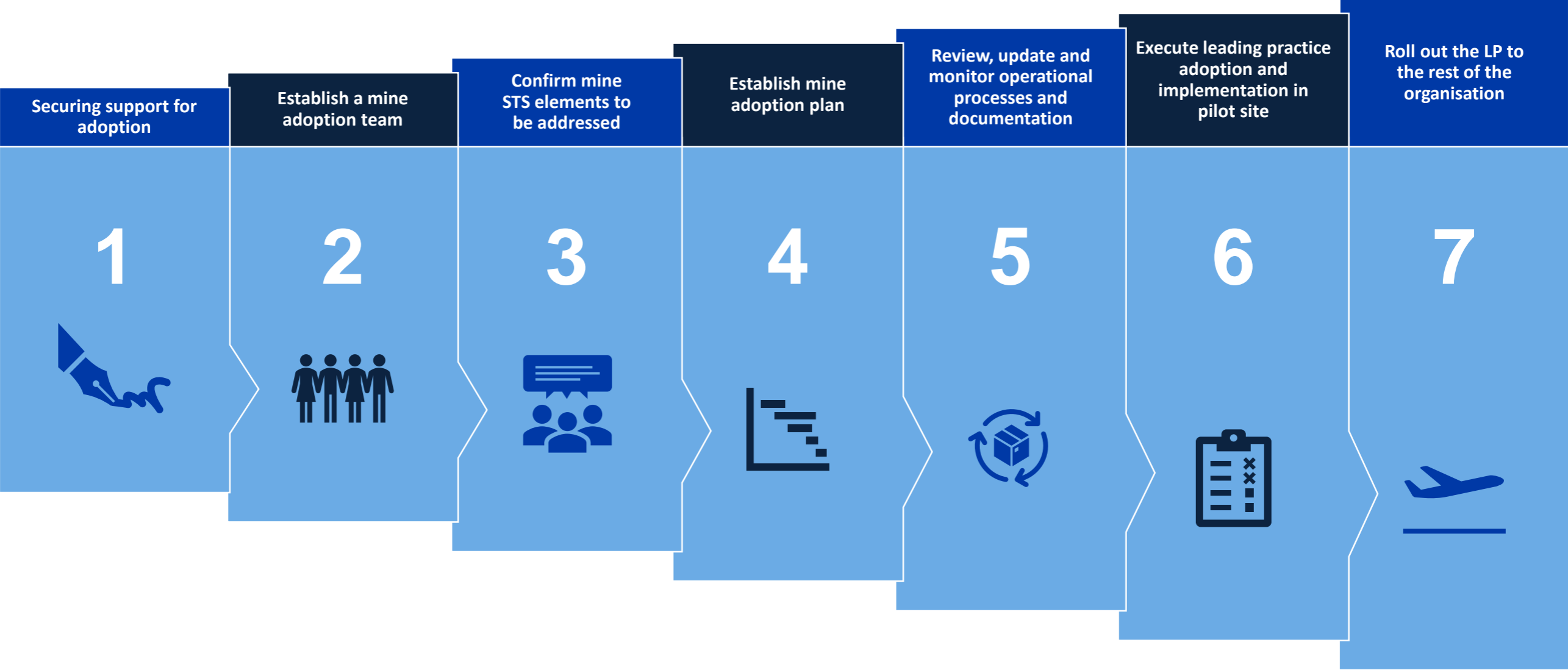
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PERMANENT WORKFACE AREAL MESH

ADOPTION PROCESS GUIDE

The adoption process

1	2	3	4	5	6	7
Securing support for adoption	Establish a mine adoption team	Confirm mine STS elements to be addressed	Establish mine adoption plan	Review, update and monitor operational processes and documentation	Execute leading practice adoption and implementation in pilot site	Roll out the LP to the rest of the organisation

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The adoption process contd.

Securing support for adoption

1

1. Confirm mine LP-related risks and controls / verify whether the LP is applicable to the mine. Value case "site specific context"

2. Manco session and orientation presentation (electronic signature)

3. Engage organised labour / mine health and safety committee

4. Issue mine-wide communication

5. COPA sign up and attendance

6. Conduct adoption readiness review

Establish a mine adoption team

2

1. Identify functional groups involved in the adoption process

2. Attend MOSH competence / capability / awareness programme

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The adoption process contd.

Confirm mine STS elements to be addressed
3

1. Review the leading practice adoption guide (LPAG) and generic adoption plan of source / demo mine to familiarise the operation with potential STS

2. Confirm mine processes and documentation defining the operation's STS aspects

Establish mine adoption plan
4

1. Decide on pilot site / area

2. Update adoption plan

3. Develop LP monitoring plan

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The adoption process contd.

Review, update and monitor operational processes and documentation

5

1. Develop and / or update existing COPs and procedures

2. Develop and / or update training material

3. Introduce monitoring mechanisms

4. Develop change communication plan and material / update existing material to communicate the impact and operational changes effectively

Execute leading practice adoption and implementation in pilot site

6

1. Pilot site / area LP adoption

2. Monitoring of LP execution based on developed monitoring metrics

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The adoption process contd.

Roll out the LP to the rest of the organisation

7

1. Facilitate effective roll-out and duplication of adoption process as undertaken / developed during pilot process

2. Reports on adoption to MOSH learning hub

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Key MOSH steps

Change communication

Roles, responsibilities and accountabilities

Technical aspects

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Focus group discussion guide for Permanent Workface Areal Mesh LP

- Focus groups proved to be more practical in achieving the objective of understanding industry / operations mental models

- The following guidelines should be used by practitioners and parties interested in conducting focus groups for the purpose of leading practice adoption and the subsequent "people" and system interventions as recommended in the MOSH adoption process

Focus group discussion guide for Permanent Workface Areal Mesh LP

Focus groups are successful in eliciting the key information needed from employees in understanding their mental models in relation to organisational and operational aspects. Benefits of focus groups include:

- Discussion among participants help provide additional insight

- The group atmosphere might stimulate honest response

- The discussion can be limited to well-defined topics as per a planned scope / protocol

- Logistics are more manageable

- Less time consuming

- Facilitator skill level and rapport with individuals are less critical than with one-on one conversations
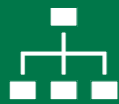
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Focus group discussion guide for Permanent Workface Areal Mesh LP

Focus group(s) participants consideration:

- Occupation, affected / involved / change agents / key decision makers:

  - Senior management

  - Rock engineering and safety department

  - Resourcing and logistics departments

  - Production supervisor and mine overseer

  - Production team (miner, team leader and crew members)

  - Ventilation / environmental / occupational health

  - Training department

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Change communication

The communication material is key to communicating the new or revised controls, operational and risk management concepts embedded in the LP

People can only engage fully with the leading practice if there is a clear understanding of the benefit

It is advisable to develop site specific visual material either in the form of flowcharts, schematics or videos

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Change communication contd.

Antecedents for certain behaviour within the socio-technical system is often poorly understood while the level of maturity around consequence management is quite varied and inconsistent at best.

For people to behave consistently in a desired manner there needs to be clarity around their respective roles and responsibilities for aspects of the leading practice, including the management of operational controls introduced by the leading practice.

Refer to the adoption guide for the role and responsibilities relating to LP

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Thank you

T +27 11 498 7100   **E** info@mineralscouncil.org.za   **W** www.mineralscouncil.org.za

Rosebank Towers, 19 Biermann Ave, Rosebank, Johannesburg, 2196

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