

PMC IS ENJOYING THE EFFICIENCY OF CCTV CAMERAS



to encourage workplace compliance and monitor daily business activities

PMC management have put up “extra eyes” across the operations to maintain presence. The business has strategically installed CCTV surveillance cameras to monitor the premises, encourage workplace compliance as well as deter criminal activities. Management can now rest easy knowing that the cameras will record footage and monitor activities around their designated area. This way, in the case of an accident, reliable evidence can be drawn and viewed from the cameras to establish what really happened and mediate possible confusion and disagreements. PMC, as a responsible employer, is always proactively prioritizing the safety of its people and assets. **The Privacy Act of the constitution of South Africa 1996, protects the rights of every individual to privacy stating that the employer has a duty to:**

- inform employees that they are being monitored/recorded by CCTV;
- place the CCTV camera where it is visible and not hidden;
- CCTV cameras are not allowed in private areas/rooms such as the restroom, locker rooms or lounging areas.

Security cameras are purposed to benefit both the employer and the employees. The video cameras will provide reliable footage that will benefit the business in multiple ways such as:

- assisting analyze business activities to become more profitable,
- monitoring daily workplace deviations.

The footage taken by the cameras at PMC, beyond being a powerful

deterrence for criminals, will aid management to respond fairly to employees as well as enable making and taking informed decisions regarding critical workplace compliance, labour, health, and safety related issues leading to our desired end state of ZERO-HARM.



SEE SOMETHING! SAY SOMETHING AND SAVE SOMEONE!



PMC FATAL RISK PROTOCOL MAP PROGRAM TO SUPPORT ZERO HARM

A system to guide our Supervisors and their teams to implement effective controls to mitigate risks and conduct work safely.

Why a Measured Accident Prevention (MAP) program?
To reach a desired destination, a MAP is required to provide guidance and direction. Zero Harm is

the desired end destination. So, beginning with the end in mind, a tool was developed to provide guidance and direction to our Front-Line Leaders to focus their efforts effectively and to reach

our desired end state. If a wrong turn is taken, you can recalculate and redirect to determine the best route to your desired destination.
The Fatal Risk Protocol MAP

system is being implemented to provide Supervisors, their teams, as well as the Leaders, with a MAP to achieve ZERO HARM.

1. Isolation	
2. Electrical Safety	
3. Vehicles and Driving	
4. Working at Heights	
5. Confined Spaces	
6. Lifting and Hoisting	
7. Fires & Explosions	
8. Conveyor Safety	

9. Railway Safety	
10. Mining & Ground Support	
11. Molten Metal	
12. Occupational Stressors and Fitness for Work	
13. Risk Assessment	
14. Permit & Authorisation to Work	
15. Explosives	

ELIMINATE FATALITIES

Fatal Risk Hazards



Identify the Fatal Risk Hazards:

- Map the specific Fatal Risk Hazard work conducted in each operational area
- Review Baseline Risk Assessment to verify these are captured
- Plot the Fatal Risk Hazard Profile of the Business

Establish FRP Workgroups



Workgroups to review SHEQ MS with reference to the Fatal Risk Hazards:

- COPs, Standards, POPs, Checklists, Templates, TARPs, etc
- Specific deliverables:
- Simplified, over-arching standard for each FRH as a Guidance note / management plan
- Self-audit protocols
- Revised Training Material

Fatal Risk Protocol (FRP) MAP



Develop FRP Packs:

- (MAP to work safely):
- IBRA to give guidance on HIRA, SWP
- Engineering specifications
- Procurement specifications
- Required documentation – permit(s) to work, checklists, safe dec's. etc.

Utilise the FRP MAP to conduct work safely



Implement the FRP MAP:

- Plan the work
- Use the FRP MAP to do preparation for the task (e.g. checklist, permit, safe dec, SWP, etc.)
- Execute the task, following the guidance in the FRP MAP

Close-out Process

Follow through/closing the loop:

- Ensure the workplace is left safe
- Sign off the permit(s)
- Return all tools & equipment
- Submit/file all documentary proof

Editor's comments



February month is world renowned for its love ethos and at PMC we enjoyed ourselves observing the magic of Valentine's day .

In this issue, we celebrate the collaborative efforts by all teams to ensure that PMC remains a safe mine. Moreover, we focus on the launch of the Measured Accident Prevention (MAP) program, a tool aimed at encouraging teams to reach our desired end state of ZERO-HARM.

Dr Mgiba's Corner

PRESBYCUSIS

(Age-related hearing loss)

What are early indications for age-related hearing loss

Someone could have hearing loss if they:

- often ask people to repeat themselves
- turn up the volume of the radio or television
- have difficulty following conversations in noisy places
- have difficulty in understanding what is said over the phone
- have difficulty in understanding group conversations
- have a ringing sensation in the ear (tinnitus)
- have problem in hearing sounds like doorbell, alarm, or a telephone ringing
- tend to speak loudly

When should you get hearing check?

You should get your hearing checked if you:

- often ask people to repeat themselves
- tend to raise the volume of the television to higher-than-normal levels
- regularly miss parts of conversations
- experience a ringing sensation in the ear (tinnitus)
- find people telling you that you are speaking loudly

Can age-related hearing loss be reversed?

Age-related hearing loss cannot be reversed, as it is caused by degeneration of sensory cells, which occurs with age. However, it can be

managed effectively by the use of hearing aids and other communication devices

What measures can help me to prevent or delay the onset of hearing loss in my old age?

Taking good care of your ears and following good ear and hearing practices such as:

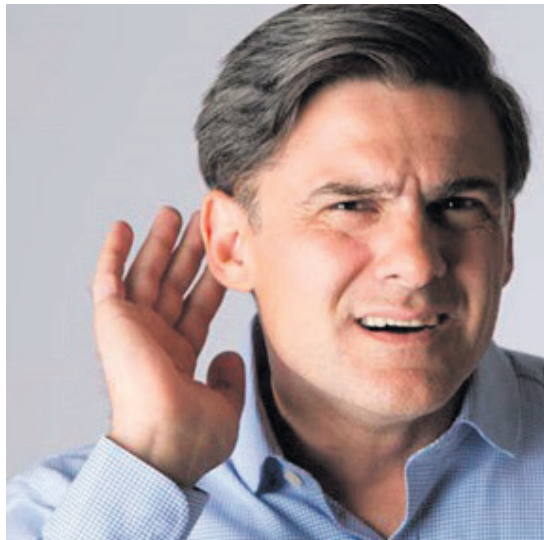
- protecting your ears from loud sounds or noise
- never putting anything into your ears, other than medicines prescribed by a health worker
- seeking medical treatment in case of any ear problem such as pain or discharge

My parents have hearing loss. What care should I take when speaking with them?

When you speak to a person with hearing loss, make sure that:

- you face them
- your face is neither covered nor in the dark
- you don't speak with your mouth full
- you speak in a loud, clear voice, but don't shout
- you are careful with the word's pronunciation

you minimize the background noise (e.g., by turning off the television or radio





WILD ANIMALS

C	P	M	U	D	Z	A	S	M	B	I	B	X	C
R	A	W	F	H	K	N	E	A	F	P	U	R	R
O	R	V	D	J	T	T	H	J	N	Y	T	H	Y
C	R	G	O	R	I	L	L	A	M	T	T	G	L
O	O	K	I	Z	N	Y	T	J	H	H	E	R	J
D	T	Z	W	A	N	T	X	V	T	O	R	A	R
I	B	E	E	Y	T	B	F	W	X	N	F	S	A
L	F	L	A	M	I	N	G	O	Z	R	L	S	N
E	V	H	S	I	N	B	M	D	E	O	Y	H	P
G	L	I	O	N	G	A	O	J	B	M	J	O	E
Q	F	R	T	K	V	E	N	F	R	G	R	P	N
C	B	E	E	T	L	E	K	M	A	U	A	P	E
R	B	P	V	Z	E	V	E	J	V	U	D	E	Q
S	J	T	D	X	G	V	Y	U	L	Y	A	R	J

KIDDIE CORNER

- ANT
 - BEETLE
 - CROCODILE
 - GORILLA
 - LION
 - PARROT
 - ZEBRA
-
- BEE
 - BUTTERFLY
 - FLAMINGO
 - GRASSHOPPER
 - MONKEY
 - PYTHON