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LONG SERVICE & EMPLOYEE RECOGNITION AWARDS: PMC REWARDS LOYALTY

On the 9th of December 2022, 129 PMC employees from across all divisions and all expertise arrived at Mopani TVET College each with spouse in hand to receive either their 20, 30 or 40 year Long Service Awards. Spousal attendance was critical at the ceremony for them to witness that their supporting role is key to both their spouses and the business to achieve decades of uninterrupted service production which ultimately creates sustainability and secures livelihoods within Ba-Phalaborwa communities.

Nothing was spared to celebrate these long service stalwarts and top-ranking employees and teams who have given their youth and expertise to the business. The ceremony was dripping in opulence befitting the royal service and loyalty they too have bestowed on the company. At the ceremony, the Best Employees and Teams shared the stage with the LSA recipients who had the extra benefit of ascending the stage hand-in-hand with their spouses to receive their certificates, trophies, and some watches.

Palabora Mining Company is prioritizing employee engagement despite its tenure of financial difficulties. PMC understands that all its employees are its best asset, but those who willingly provide their service for decades, are most valuable. Therefore, it is of paramount importance that the business implements appreciation strategies such as LSA and Employee Recognition Awards to retain

long serving employees as well as motivate the new recruits. Long serving employees possess business knowledge and great understanding of operations. Their presences guarantee seamless production, business stability and community development. Special honours went to Mr. Bhutana Dlamini in attendance whom the room gave a standing ovation and raised their glasses for his 40 years of service.

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PMC hosts a Long Service Awards Ceremony to Salute Unwavering Commitment as well as Recognize Top Ranking Exceptional Performers

WINNERS

Best Employee Award:
Samuel Kubayi - VO
Michael Doubell - Asset Management

Best Team Award:
Phase 1 Take Over Team - Asset Management
Security Supervisors
Controllers - SHEQ

Best Innovative Team:
Scamont Pump Project

Division of the Year:
Vermiculite Business

Exceptional Employee of the Year:
Marvelous Mathebula - 2RM

See Something, Say Something Save Someone

01



SEE SOMETHING

Fabricon contractor employees were observed welding and installing NPDE pipes.

SAY SOMETHING

Although the team did not complete a HIRA and barricading was not in place, the Permit to work was done and all licences were valid. A safety interaction was conducted with the crew and the team was tasked to discuss and rewrite a HIRA/ Xiya-xiya and identify all the risks and hazards in the workplace. The importance of conducting a proper risk assessment and barricading discussed with the team.

SAVE SOMEONE

The unwanted event of an employee sustaining burns, or a fire starting because of the welding activities, were prevented.

02



SEE SOMETHING

Refinery Sarmcol employees observed working at Aisle # 2, covering a cross column by using fibre glass materials mixed with chemicals.

SAY SOMETHING

The permit to work, HIRA/ Xiya-Xiya and MSDS were in place and the team members were wearing correct PPE to safely use the chemical.

SAVE SOMEONE

The unwanted event of employees being affected by the chemical was mitigated by the controls implemented by the team.

03



SEE SOMETHING

Smelter IAP contractor employee was observed working at the Acid Plant using a jack hammer to demolishing concrete.

SAY SOMETHING

The permit to work and the HIRA were in place and correct PPE was used. The jack hammer check list was in place but not countersigned by the Supervisor.

SAVE SOMEONE

The fact that the Supervisor did not countersign or over-inspect the checklist could have resulted in the employee missing something/controls that could have resulted in an injury.

04



SEE SOMETHING

A team was observed at SMP milling and Flotation doing housekeeping

SAY SOMETHING

HIRA/ Xiya-Xiya conducted, and the team was encouraged to be observant of interactive risks while cleaning and walking around the plant.

SAVE SOMEONE

The unwanted event where an employee slips, trips and falls - potentially into moving equipment - was prevented.

05



SEE SOMETHING

A team was observed at Milling and Flotation doing lifting.

SAY SOMETHING

HIRA/ Xiya-Xiya conducted, and the team identified all the hazards and risks in the work area. A guiding rope was used during lifting process. The team was instructed by the supervisor to stand in a safe area whilst the lifting activity was being conducted.

SAVE SOMEONE

The unwanted event where the suspended load falls onto someone, or the load starts swinging and hitting a person or a structure was prevented.



THE FOLLOWING WAS OBSERVED DURING A VISIBLE FELT ENCOURAGEMENT WALKABOUT IN SUPPORT OF SEE SOMETHING; SAY SOMETHING; SAVE SOMEONE

A detailed Hazard Identification Risk Assessment (HIRA) was complied by a Fitter, during servicing a Jumbo at the Vent Shaft. The controls were verified and found to be effective for risk ratings greater than 13 in relation to isolation and lockout during servicing of the Jumbo in addition a safe work procedure was made available while performing the task. The employee was commended for his inputs towards a detailed HIRA document.



Dr. MGIBA's CORNER

MEASLES ALERT IN LIMPOPO PROVINCE!

An outbreak of confirmed measles infection in Limpopo has been detected and confirmed by the National Institute for Communicable Diseases (NICD). Measles is a highly infectious viral infection with transmission occurring through airborne micro and large respiratory droplets. Measles is a notifiable medical condition. Outbreaks require rapid contact tracing and vaccination to prevent further transmission and to re-establish control.

What is Measles?

Measles is a highly contagious disease caused by a virus. Patients with measles present with fever and rash. The rash looks like small, red, flat spots on the body. The rash does not form blisters, nor is it itchy or painful. Other signs include cough, conjunctivitis (red eyes) and coryza (running nose). **Complications** of measles can include diarrhoea, dehydration, brain infection (encephalitis), blindness and death. Complications are more serious in those who catch measles as young infants (under 2 years of age) and in children who are malnourished.

The **incubation period** is 7-18 days. People with measles are infectious from one day prior to the appearance of the prodrome, until four days after the rash appears. Infected people should be isolated until **4 days** after the appearance of the rash.

Currently no case has been reported outside Gauteng, but it is important to be vigilant.

What is the current measles vaccination schedule?

The Expanded Program on Immunizations (EPI) schedules measles vaccination at 6 months and a second vaccine at 12 months of age. The current

preparation is called 'MeasBio®'. The efficacy of two doses of measles vaccine ranges from to 93-99%. In addition to routine vaccination, in South Africa, supplementary immunization activities are conducted every 3-4 years. These are vaccination campaigns usually targeting all children under 5 years of age. The purpose of these is to immunize any children who may have missed a measles vaccine, and to increase the efficacy of vaccination.

What are the contraindications to measles vaccine?

Those who have had severe anaphylaxis following a measles vaccination, patients with severe immunodeficiency i.e. leukaemia, lymphoma or serious malignant disease. It should also be avoided in pregnancy, especially in the first trimester, however, in the 3rd and possibly the 2nd trimesters of pregnancy, the benefit of vaccination may well outweigh the risks of complications due to measles infection (high risk of severe maternal morbidity, foetal loss, prematurity, and perinatal infection



Editor's comments



December month is a special time where we mark our human rights giving our response to Gender Based Violence and observe World AIDS Day. The world can do without both these ills. Let us each take responsibility to keep our communities safe.



**HBIS**
GROUP**PMC**
PALABORA
MINING COMPANY

WE REMEMBER 2021 QUARTER 4

Greetings to my fellow colleagues and all stakeholders supporting the mission of the PMC family.

The last quarter of the year 2022 involves seasonal changes combined with year-end festivities. This season requires increased commitment to safely execute our daily activities whilst at work, home or travelling. We need to have self-belief that all injuries and illnesses can be prevented in Q4, through leading personal safety by making safer choices.

The safe choices involve identifying all risks and hazards and possibly eliminating any form of harm through a HIRA or Xiya-Xiya process, to acceptable levels before proceeding with any task.

I believe that everyone is born with the ability to eliminate injuries through safe choices.

KHUMBUL'EKHAYA

