



MONGOOSE / MOSHA

AMRE Safety Seminar
"Making Our People Working Safer"

Presented by
H. Collins
Engineer Tshepong mine

Compiled by
R. Constable
Group Safety Manager.





Topics to be discussed

- Motivation for the new safety campaign.
- The approach of Harmony mine.
- The results of analysing accidents in Harmony.
- Characteristics of a world class safety culture.
- The Mongoose as a safety campaign theme.
- Why behavioural based safety
- Roadmap of implementation
- Typical application posters.
- Challenges.
- Functional application.
- Conclusion.
- Questions



Motivation for the new safety campaign

Auditing of operational safety functions

Investigating of fatalities and serious accidents.





The approach of Harmony mine

Comply with international requirements.

Working tool which can be used by everybody





The results of analysing accidents in Harmony

Bad behaviour

Attitude

Non-production worthiness.



Characterics of a world class safety culture

- Safety norms are held as values by all employee's
- Individuals behave responsibly towards safety issues
- Each individual is willing, able and enabled "to go beyond the call of duty" to ensure compliance with safety standards
- Actively caring for one another is part of the work culture
- Employee empowerment becomes a norm





The Mongoose as a safety campaign theme

The principle is that, by nature, the mongoose community will approach the safety of the community by placing a “safety observer” in prominent areas, who oversees the activities of the community while they carry on with their normal daily activities. This individual has the sole responsibility of looking out for any predators or potential dangers and will instantly warn the community in order for them to take cover.

In light of the natural way that the Mongoose protects themselves and the members of their community, the concept will focus in on this methodology.





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The Mongoose/Mosha takes the Harmony Risk Management System to the working place in a customised material form to communicate the behavioural based safety system in an understandable, easy implemental way.





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The Mongoose is designed in such a way that it will address both safety and occupational hygiene issues in the same campaign.



Why behaviour based safety?

- Natural synergy with zero tolerance
- Essential prerequisite for world-class performance
- Analysis of statistics show

- 70% at risk behaviour
- 28% work place conditions
- 2% ?????

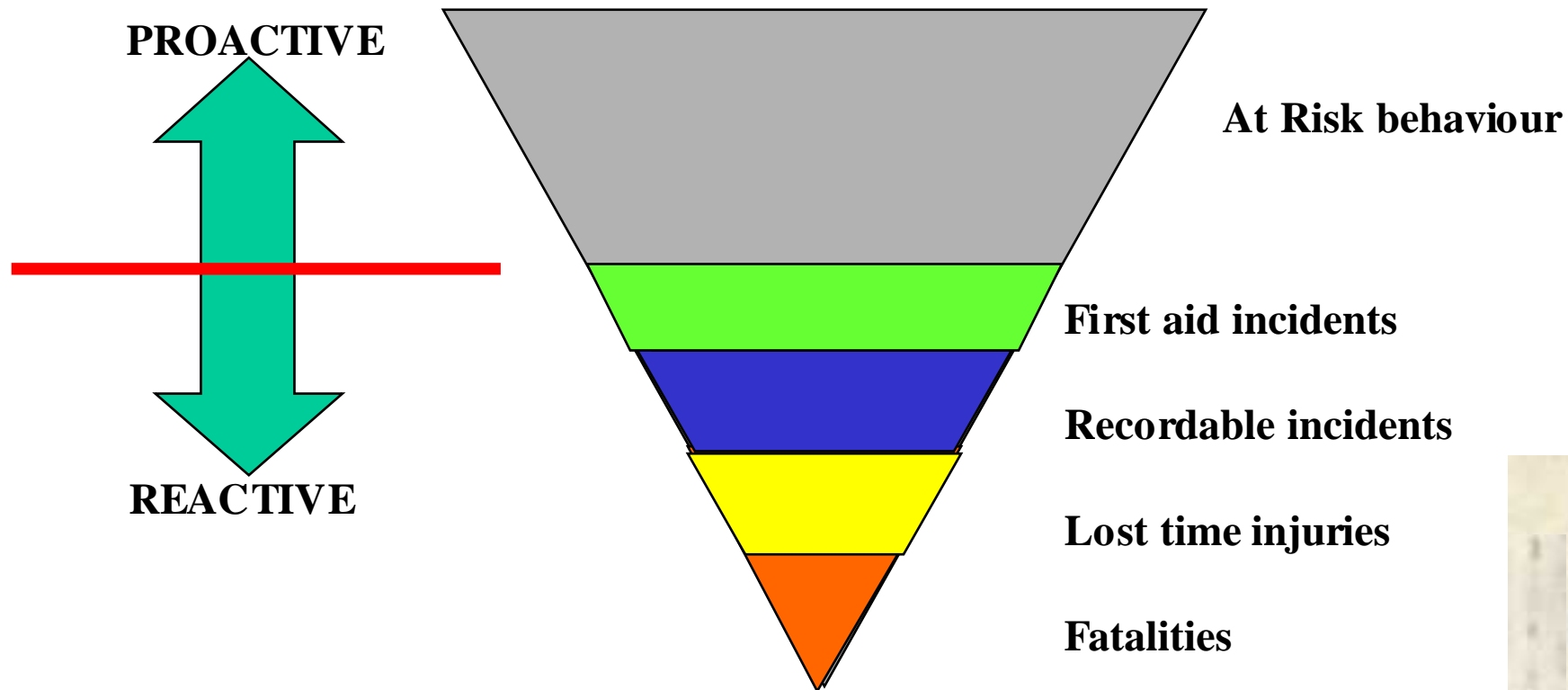


Behaviour - based safety

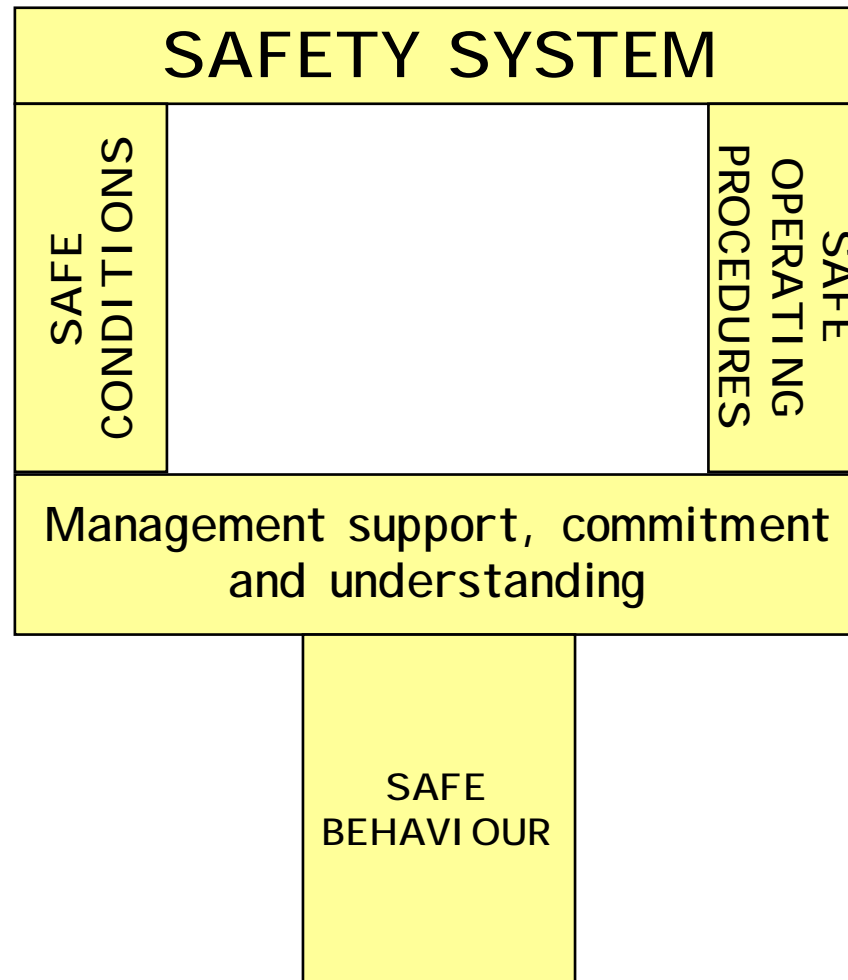
Behaviour based safety is a process of involving workers in defining the ways they are most likely to be injured, seeking their involvement and obtaining their buy-in and asking them to observe co-workers in order to determine progress in the reduction of risk behaviour.



Why Behaviours are important.

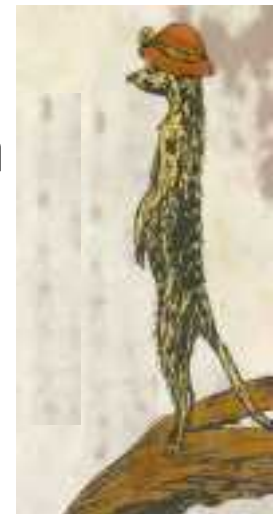


Your safety system is as strong as your weakest link



Roadmap of implementation

- Management commitment and support
- Engagement and training of workforce
- Teams deciding to be involved
- Teams running the process
- Produced in all languages
- Consult with role players to ensure communication is effective
- Feedback



Aids for introduction

- Safety system is picture based, to create understanding to all
- Fun to observe, designed to be informative and entertaining
- Complicated concepts can be subtly communicated
- Ongoing publishing project
- Easy to remember; High message retention



SAFETY MONGOOSE

**I am committed to look after my buddy
LOOK BEFORE YOU ACT**



Ke ikana ho hlokomedisa mohaeso ka kotsi

SINDILE MOSHA

HA O FULA WA QAMAKA

SAFETY MONGOOSE

I am committed to look after my buddy
LOOK BEFORE YOU ACT



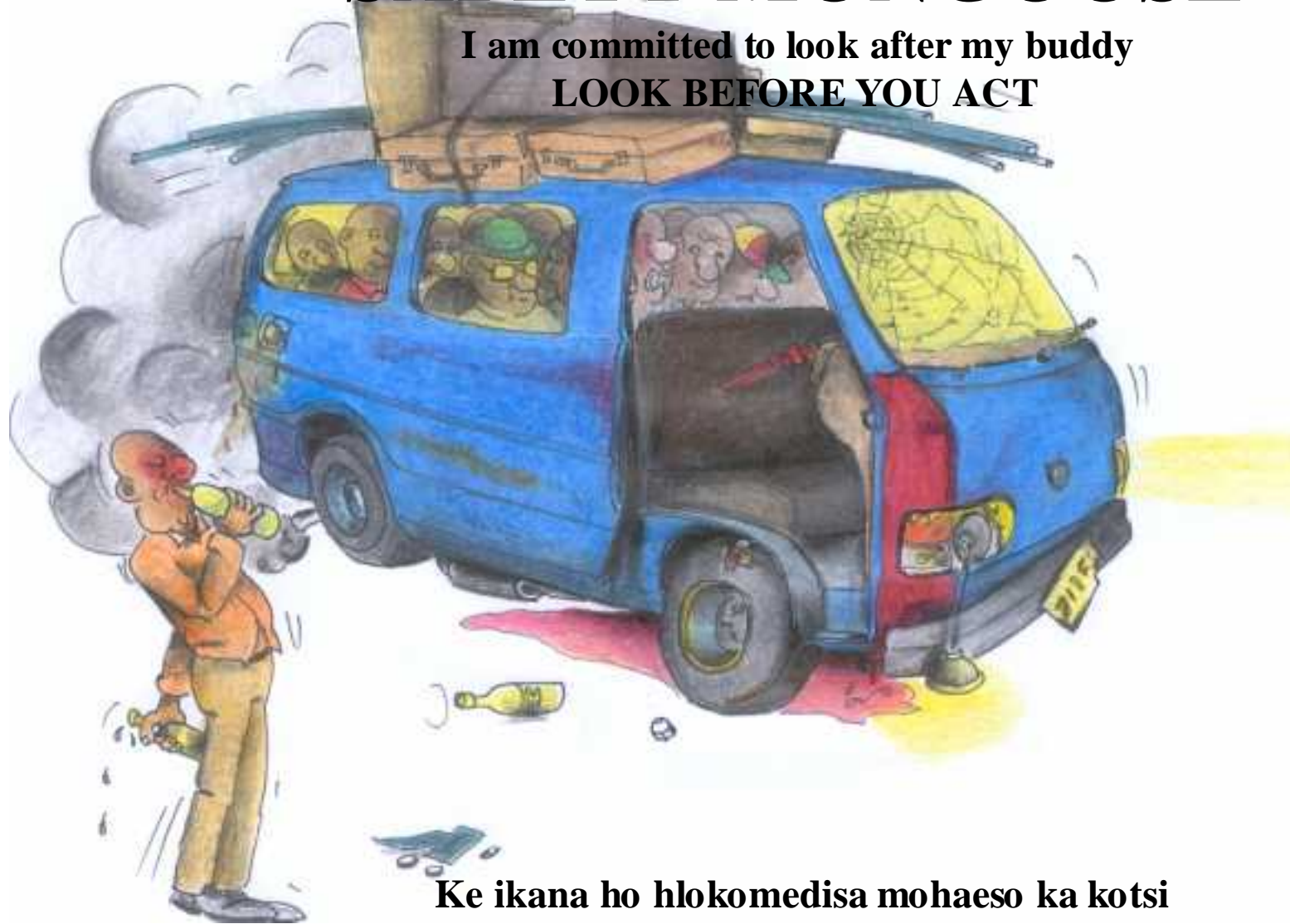
Ke ikana ho hlokomedisa mohaeso ka kotsi

SINDILE MOSHA

HA O FUI A WA O AMAKA

SAFETY MONGOOSE

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Challenges:

The impact financial and efficiency implications.

The training of the “facilitators”

The design parameters



Functional application

A high level audit team will render a service to the operations by being visible in areas that through analysis reflect poor safety results, conditions and eventually behaviours.

This team will comprise of corporate safety team members and not function as a call out hit team or problem solving team for the operations





During their inspections, the audit team will assess the working place as well as the systems in place and relevant documentation.

They are empowered to stop non-production worthy places and will address production worthiness in the following method.

A production-worthy working place will receive a green light and normal work may continue.

A working place that has issues of non-production worthiness, and low risk will receive a amber light.

A non-production worthy working place, will receive a red light.





Green light indicates normal work may continue.

Amber light.

Only the legal compliance officer may restart the work in the identified area.

Red light

Only a member of the management team may restart the work in the identified area



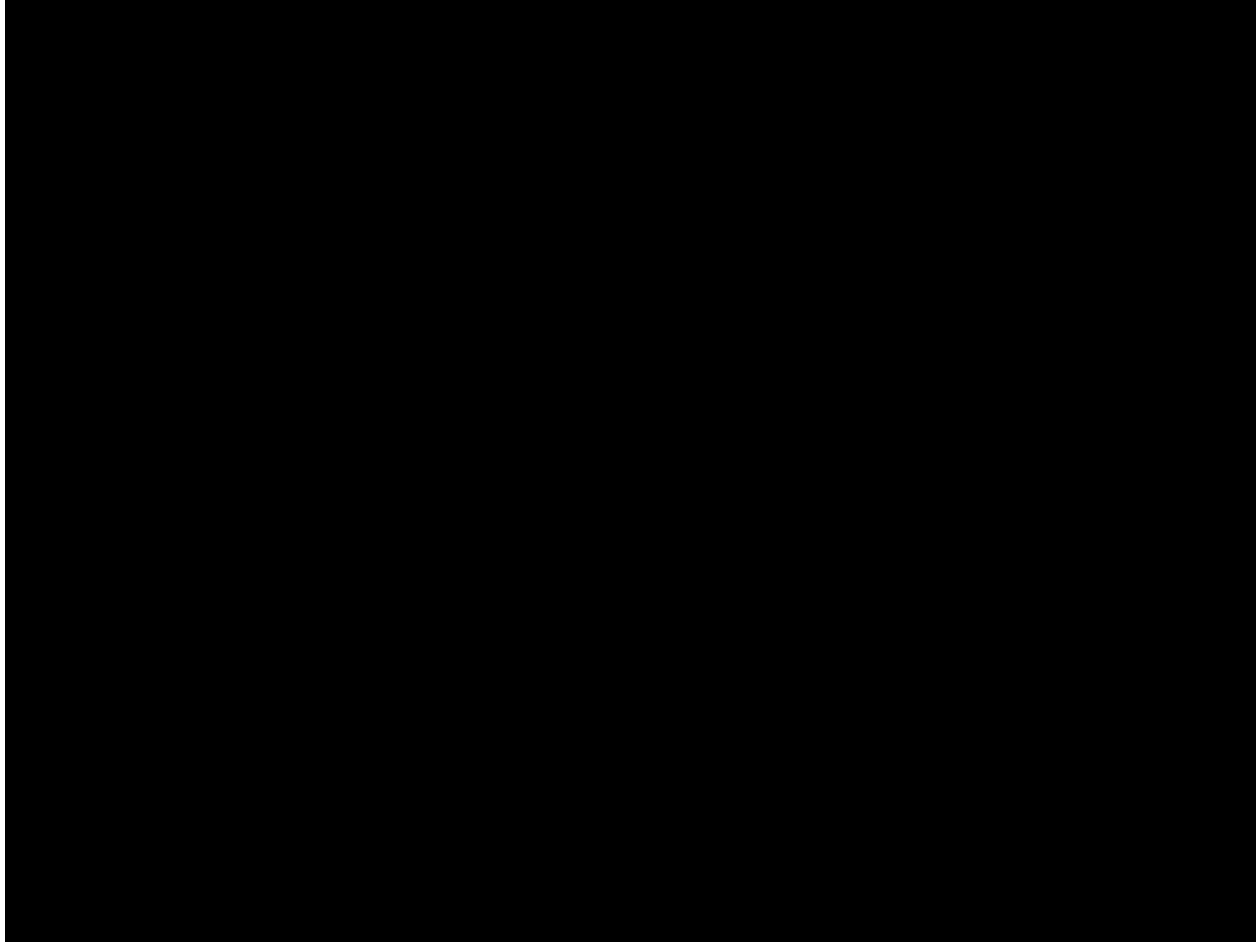


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Conclusion

This system is mainly aimed at coaching and to promote production worthiness amongst all.





Don't be a sleeping Mosha !



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Questions

