

**COUNTRY TEAM
ASSIGNMENT # 1
IDENTIFYING GAPS IN OHS & MINING REGULATIONS
and WHAT CAN BE DONE BASED ON DAY 1 & 2 SESSIONS**

1. **Has the knowledge exchange so far enabled your team identify some of the gaps requiring action at the national level? Please share some of the areas that your team has identified so far.**
 - Low compensation for miners requiring review
 - Training of occupational physicians, Nurses and hygienists
 - No Heat Stress Chamber as part of the pre-employment assessment
 - Very few Physicians trained in ILO chest x-ray reading
 - Lack of appropriate mobile units for outreach
 - Lack of satellite sites for OHS and compensation in most areas
 - Lack of an electronic data base at the OHSI
 - None functional Pathology unit at OHSI
 - No tracking system for retired/ex- miners within and outside the country
 - Enforcing of Risk Assessments and Monitoring by the OHSI in the Mines
 - Lack of a Coordinating body on OHS in Zambia

2. **What has your team so far learned that are pertinent to your country context and can be applicable in addressing the identified gaps?**
 - Low compensation for miners requiring review
 - ✓ Reviewing the Workers Compensation Act No. 10 of 1999 to take into consideration the current economic situation

 - Training of occupational physicians, Nurses and hygienists
 - ✓ Identifying training institutions in SA to collaborate with in capacity building
 - ✓ Medium Term:
 - ✚ Build capacity at the OHSI to start trainings in OHS
 - ✚ Identify local institution to offer such trainings
 - ✚ Develop training course curricula for identified and prioritized courses

 - Lack of the Heat Stress Chamber as part of the pre-employment assessment
 - ✓ Establishment of the Heat Stress Chamber in collaboration with mining companies (negotiations initiated with Zambia Chamber of Mines)

 - Training in ILO chest x-ray reading
 - ✓ Contact SA Medical Bureau on how to arrange for support from ILO
 - ✓ Contact local ILO office in Zambia on support in X-Ray reading
 - ✓ Organise trainings for OHSI Physicians in X-Ray reading with Zambia ILO office

 - Lack of appropriate mobile units for outreach
 - ✓ Get details on design, equipment in the unit, costs of a specialized mobile unit and possible sources from the SA medical bureau
 - ✓ Lobby with the MoH and Bank for inclusion in future budget to procure at least one unit for the OHSI

- Establishment of satellite sites for OHS integrated with compensation
 - ✓ Engage the WCF on the need for outreach
 - ✓ Orientation of the WCF team in certifications documentation
 - ✓ Identification of sites based on level of demand
- Establishment of an electronic data base
 - ✓ Engage Smart Zambia team at Cabinet office and MoH IT unit for guidance
 - ✓ Engage SA Workers Compensation Board to link the OHSI to the SA institution that developed the system for SA.
 - ✓ Engagement of consultant/firm to create the data base
- Establishment of the Pathology unit
 - ✓ Recruitment of a Pathologist
 - ✓ Establishment of a unit
 - ✓ Procurement of equipment
 - ✓ Sensitisation of Miners and Ex-Miners on the unit and requirement for post mortems
- Establishing a tracking system for retired/ex- miners
 - ✓ Gathering of data from existing mines and OHSI periodical records
 - ✓ Use of district labour offices to sensitise and register all ex-miners in respective districts
 - ✓ Linking with the TIMS project on tracking & tracing system for all miners and ex-miners
- Developing a communication strategy on OHS that will involve CHWs at community level
 - ✓ ACSM materials to include messages for use by CHWs to ensure surrounding communities are aware of a number of changes being implemented
- Establishment of a Coordinating body for OHS in Zambia such as Zambia OHS Council
 - ✓ Draft Policy/Regulatory document being led by MLSS needs immediate review
 - ✓ Finalise document and get approval by concerned ministries
 - ✓ Establishment of the Coordinating Council through appointment/recruitment of the team

3. What kind of support would be required to take these ideas off the ground?

- NEPAD to identify appropriate institutions to link our OHSI for technical and material support
- Technical support in capacity building by NIOSH, Medical Bureau etc
- Knowledge exchange such as regulations, guidelines,

4. What are some of the areas that your team has identified that would require further information sharing and knowledge exchange beyond what has been covered so far?

- Training in ILO chest x-ray reading
- Mobile units for outreach
- Establishment of an electronic data base
- Establishing a tracking system for retired/ex- miners