



## **OCCUPATIONAL SAFETY AND HEALTH (OSH) ANNUAL REPORT FOR YEAR 2011**

### **1. INTRODUCTION**

Occupational Safety and Health (OSH) performed relatively well achieving a national injury frequency rate of 1.56 against a standard of <1 (less than one) compared to that of 2010 which stood at 1.67 making an improvement of 6.02%. In absolute figures there were 4 158 lost time injuries with 75 fatalities in 2011 while 2010 recorded 4 410 with 90 fatalities. An improvement in injury frequency translates into a good occupational safety and health delivery where many workers' lives and limbs were saved. All promotional activities succeeded beyond expectation. The Engineers workshop in March was attended by 175 paying delegates, the Nurses and Medical courses were well attended while the national conference attracted 220 paying delegates. The minister of Labour and Social Services was in full attendance at the national safety awards dinner where she handed over prizes to organizations that excelled in occupational safety and health in 2010. The national premier award was won by ZIMASCO Kwekwe division.

Turnover in the Medical Bureau of Occupational diseases improved with the clearance of a backlog that was inherited from 2010. The processing of 21 769 x-rays resulted in the identification of 17 pneumoconiosis cases against 13 that were diagnosed in 2010. Financially OSH raised \$1 437 282 against a budget of \$900 000. However, the liquidity challenges continued in the economy affecting recapitalization programmes. In this scenario occupational safety and health delivery suffered immensely as well because it is part of every economic activity. The national employment figures on the NSSA budget remained at 1 332 228 workers all of which needed daily safety and health protection. Unfortunately 4 158 (0.31%) of them incurred lost time injuries. This figure may rise if the economic performance does not improve remarkably in the future with employers failing to fund OSH adequately.

On the training front 142 employees sponsored by their employers graduated from the popular Occupational Safety, Health and Environmental Management course (OSHEMAC) offered by NSSA through the OSH division. At the same time, a total of 43 safety and health committees were set up in various industries to share the centre of responsibility on Occupational Safety and Health between management and workers.

### **2. OUR MISSION**

The Division of Occupational Safety and Health resolved to operate directly under the National Social Security Authority's (NSSA) composite mission to maintain the unity of purpose thus:

**To provide social security and promote Occupational Safety and Health for all members through responsive schemes and services.**

## 2.1 **VISION**

As for the mission above and for the identical reason, the Division of Occupational Safety and Health further resolved to maintain the Social Security Authority's vision even though the element of futuristic occupational safety and health delivery is not obvious in the vision thus:

**To be a world class provider of social security.**

The argument that OSH requires its own statement of vision is valid and will be respected in the future

## 2.2 **VALUES**

The values we maintained to guide our behaviour in the division in the year under review were the composite NSSA values thus:

- 2.2.1 Accountability
- 2.2.2 Integrity
- 2.2.3 Teamwork
- 2.2.4 Delivery
- 2.2.5 Innovation
- 2.2.6 Communication

## 3. **THE 5-YEAR OSH STRATEGY, 2010 - 2014: A NATIONAL PROGRAMME**

- 3.1 To develop, promote and maintain an effective Occupational Safety and Health (OSH) culture through comprehensive preventive OSH systems at workplaces.

### 3.2 **AREAS OF STRATEGIC FOCUS FOR 2011**

- 3.2.1 Reviewing of the national occupational safety and health policy
- 3.2.2 Obtaining tripartite consensus and submitting the principles of the bill to harmonize OSH Laws to the Ministry of Labour and Social Services.
- 3.2.4 Advocacy for the ratification of the ILO convention 187 on OSH promotional framework.
- 3.2.5 Retiring the backlog on the processing of applications (x-rays) for certificates of fitness.
- 3.2.6 Enforcing the OSH laws
- 3.2.7 Carrying out research on accident causation in metal fabrication industry and evaluation OSH management systems in sewage treatment and sewerage works.
- 3.2.6 Promotion of OSH programmes through training, workshops, conferences and courses.

## 4.0 **KEY RESPONSIBILITIES FOR EACH OSH DEPARTMENT**

The Division of Occupational Safety and Health has four departments namely; Promotions and Training, Factories and Works Inspectorate, Occupational Health Services and Research and Development.

#### **4.1 OSH PROMOTION AND TRAINING**

- 4.1.1 This is the department charged with putting OSH on the national agenda. Strong advocacy and OSH promotional framework is in place and is expanding in scope.
- 4.1.2 Industrial assessments were carried out effectively and culminated in the annual safety awards in October 2011. In this programme, industry voluntarily enter into an annual safety and health excellence competition. The awards won in 2011 were for the safety and health performance in 2010.
- 4.1.3 The department is also responsible for ensuring the adoption and use of a systems approach to managing occupational safety and health in the workplace. As such the implementation of Occupational Safety and Health Management Systems (OSHMS) by industry remained on the radar in the year under review.
- 4.1.4 The department continued to strengthen the capacity of industry to manage OSH effectively through training. It held 8 highly successful sessions of the Occupational Safety, Health and Environmental Management Course (OSHEMAC) with a total of 142 students graduating in 2011.

#### **4.2 MAJOR OSH PROMOTIONAL ACTIVITIES AND EVENTS IN 2011**

##### **4.2.1 SEMINARS, WORKSHOPS AND CONFERENCES**

##### **4.2.1.1 Engineers' Workshop On Occupational Safety and Health**

The Engineers' workshop was held under the theme **“A Safe and Healthy Workplace: Making Decent Work a Reality through Engineering Systems.”** at the Meikles Hotel, Harare, from 16 to 18 March 2011. The workshop attracted an unbeaten record attendance of 175 paying Engineers and allied professionals from various sectors of the economy. The workshop was officially opened by the Deputy Minister of Labour and Social Services, Honourable Tracy Mutinhiri (MP).

##### **(a) The objectives of the workshop were to:**

- (i) Promote decent work through engineering measures.
- (ii) Promote Engineering Safety ethics, productivity and responsible citizenship.
- (iii) Provide a platform for networking, share experience and exchange information to make decent safe work a reality.

##### **(b) The Workshop Resolutions were as follows:**

- (i) To improve on the organizational and manner of workshop site visits.
- (ii) The Division of Occupational Safety and Health at the National Social Security Authority (NSSA) to influence the revival of the training of riggers in technical colleges of higher education in Zimbabwe.
- (iii) The Division of Occupational Safety and Health at NSSA to invite University (technical) lecturers to participate in the next workshop for them to appreciate Occupational Safety and Health (OSH).

- (iv) The OSH Division to facilitate good relations between engineers and accountants in areas of mutual responsibility such as budgeting and approval of engineering projects in industry.

#### 4.2.1.2 **National Conference on Occupational Safety and Health at Work : 5 - 7 October 2011 Meikles Hotel, Harare**

The National Conference on Occupational Safety and Health was held under the theme “**A Safe and Healthy Workplace: Making Decent Work a Reality.**” The conference was held at the Meikles Hotel, Harare, from 5<sup>th</sup> to 7<sup>th</sup> October 2011. It was well attended by over 300 people 220 of which were paying delegates and the revenue raised was US\$93 000.00. The conference was officially opened by Honourable Minister Makone (MP) the Co-Minister of Home Affairs, in place of the Minister of Labour and Social Services who failed to do the same due to other commitments.

##### **a) The conference objectives were:**

- (i) To encourage organisations to embrace a systems approach to occupational safety and health management
- (ii) To promote occupational safety and health strategies that make decent work a reality in Zimbabwe.
- (iii) To provide a platform for sharing, creating linkages and exchanging occupational safety and health information to prevent accidents and ill-health at the workplace.

##### **Conference Resolutions**

- (i) The National Social Security Authority to promote the promulgation of standards and regulations on lead exposure.
- (ii) The Zimbabwe Occupational Safety and Health Council (ZOHSC), through its social partners i.e. labour, employers and government to lobby their constituents for the ratification of Convention 187 on safety and health promotional framework by the end of 2012.
- (iii) NSSA through OSH Division to put in place mechanisms to ensure that all investors comply with OSH legislation.
- (iv) The Zimbabwe Institute of Occupational Safety and Health to accredit all SHE Practitioners.
- (v) The resolution on the development of a Zimbabwean national OSH Management System was deferred to the 2012 Safety and Health at Work (SHAW) conference.

#### 4.1.3 **PARTICIPATION IN MAJOR SEMINARS, CONFERENCES AND WORKSHOPS**

##### 4.1.3.1 **Southern African Development Community (SADC) Monitoring and Evaluation Tool for the Code of Conduct on HIV and AIDS and Employment**

The Medical Officer of Occupational Health, Dr. H. Mapuranga, attended the meeting which was held from 20<sup>th</sup> -21<sup>st</sup> January 2011 in South Africa.

#### 4.1.3.2 Southern African Development Community Employment and Labour Sector (SADC-ELS) Meeting of Ministers and Social Partners

The Medical Officer of Occupational Health Dr. H. Mapuranga attended the meeting which was held from 28<sup>th</sup> March to 2<sup>nd</sup> April 2011 in Windhoek, Namibia.

#### 4.1.3.3 Southern African Development Community Joint Technical Sub Committees Meeting

The Medical Officer of Occupational Health Dr. H. Mapuranga, attended the meeting from 28<sup>th</sup> to 30<sup>th</sup> July 2011 in Gaborone, Botswana.

#### 4.1.3.4 XIX World Congress On Safety and Health

The Director OSH, Mr R. Dhliwayo, and the Training Officer, Mr N. Gwezuva, attended the congress from 11<sup>th</sup> to 15<sup>th</sup> September 2011 in Istanbul, Turkey.

#### 4.1.3.5 12<sup>th</sup> ILO African Regional Meeting

The Director of OSH, Mr R. Dhliwayo, attended the meeting from 11<sup>th</sup> to 14<sup>th</sup> October 2011 in Johannesburg, South Africa.

#### 4.1.3.6 Southern African Development Community Globally Harmonized System (GHS) Extended Working Group meeting

The Chief Research and Development Officer, Mr B. Mutetwa, attended the meeting in Pretoria, South African from 12<sup>th</sup> to 13<sup>th</sup> December 2011.

### 5. STATISTICAL SUMMARY OF OSH PROMOTIONAL ACTIVITIES

#### 5.1 Surveys :

Table 2:

Region	2011	2010	VARIANCE	PER CENT IMPROVEMENT
Harare	267	408	-141	-34.56
Bulawayo	186	124	62	50
Gweru	79	114	-35	-30.70
Masvingo	229	249	-20	-12.05
Mutare	141	74	67	90.54
Chinhoyi	100	91	9	9.89
<b>Totals</b>	<b>1002</b>	<b>1 060</b>	<b>-58</b>	<b>-5.47</b>

### **Comments**

The number of surveys this year was slightly lower than that of 2010. The cause was the leadership renewal that took place in the department. A new OSH Promotion and Training Manager, Mrs. S. Mugaviri, was recruited to replace Mrs. M. Siziba who retired. At Harare Region, Mrs. T. Dumbu, was promoted an OSH Promotion Principal to replace Mr. S. Chisenga who also retired. This inevitably slowed down performance but should surpass the previous performance under the aging senior staff.

#### **5.2. Teach-Ins (NB: Figures in brackets indicate number of participants)**

Table 3:

Region	2011	2010	VARIANCE	PER CENT IMPROVEMENT
Harare	46(1460)	55(1 395)	-9 (65)	-16.36 (4.65)
Bulawayo	68(779)	76 (784)	-8 (-5)	- 10.53 (-0.64)
Gweru	14(223)	14 (598)	0 (-375)	0 (-62.71)
Mutare	15(363)	24 (799)	-9 (-436)	-37.5 (-54.57)
Masvingo	17(295)	4 (27)	13 (268)	325 (992.59)
Chinhoyi	8(81)	6 (89)	2 (-8)	33.33 (-8.99)
<b>Totals</b>	<b>168(3226)</b>	<b>179 (3 692)</b>	<b>-11 (-466)</b>	<b>-6.15 (-12.62)</b>

### **Comments**

Generally there was under performance in this area as compared to 2010. The reason is as in 5.1 above.

#### **5.3 Safety and Health Committees**

Table 4:

Region	Year 2011	Previous Year 2010	VARIANCE	IMPROVEMENT %
Harare	14	10	4	40
Bulawayo	8	19	-11	-57.89
Gweru	12	12	0	100
Masvingo	5	7	-2	-28.57
Mutare	3	5	-2	-40
Chinhoyi	1	0	1	100
<b>Totals</b>	<b>43</b>	<b>53</b>	<b>-10</b>	<b>-18.87</b>

### **Comments**

There was a general decrease in the number of safety and health committees formed in 2011. Some organizations just revived the committees that previously existed before the hyperinflation period. However, the major reason for the decrease is as in 5.1 above.

#### 5.4 **Train the Trainer Programmes** (Figures in brackets indicate number of Participants)

Table 5:

Region	Year 2011	Previous Year 2010	VARIANCE	IMPROVEMENT %
Harare	7(114)	7(137)	0 (-23)	(-15.78)
Bulawayo	9(108)	8(107)	1 (1)	12.5 (0.93)
Gweru	5(103)	4(101)	1 (2)	25 (1.98)
Mutare	7(75)	4(48)	3 (27)	75 (56.25)
Masvingo	5(64)	3(54)	2 (10)	40 (18.51)
Chinhoyi	5(254)	1(20)	4 (234)	400 (1170)
<b>Totals</b>	<b>38(718)</b>	<b>27(467)</b>	<b>11 (251)</b>	<b>28.55 (53.75)</b>

#### **Comments**

On average there was a 28.55% improvement on the number of courses conducted while the number of workers trained improved by 53.75%, the latter being influenced mainly by performance in the Chinhoyi region. Harare registered a recession on the percentage of persons trained. The Train the Trainer Programme is vital in that it is intended to equip organizations with the skills to keep training their workers on occupational safety and health at the workplace.

#### 5.5 **Certification To Management Systems**

Table 6 :

Region	Yearly target	Established 2011	Established 2010	Cumulative Up To 2011
Harare	1	0	2	22
Bulawayo	1	1	0	5
Gweru	1	0	0	4
Mutare	1	0	0	4
Masvingo	1	0	0	5
Chinhoyi	1	0	0	2
<b>Totals</b>	<b>6</b>	<b>1</b>	<b>2</b>	<b>42</b>

#### **Comments**

Only Bulawayo recorded 1 (one) company, Schweppes Zimbabwe, that got certified on OHSAS 18001.

#### **List of Organizations Certified On Management Systems in Zimbabwe**

1. Chemplex Animal and Public Health (OHSAS & EMS),
2. ZIMPHOS (OHSAS & EMS)
3. CAFCA (OHSAS & EMS)
4. How mine (OHSAS& EMS)
5. Wind mill Pvt. Ltd (EMS)

6. Murray & Roberts (OHSAS & EMS)
7. ZFC (OSHAS & EMS)
8. Uniliver Pvt. Ltd(EMS)
9. General Belting Company (OHSAS & EMS)
10. Prochem Pvt. Ltd (EMS)
11. Renco mine (OHSAS& EMS)
12. Sables Chemicals (OHSAS & EMS)
13. Delta Transport Hre (EMS)
14. Delta Laagers Hre (EMS)
15. Delta Combined Plant; Belmont
16. Kwekwe molting (EMS)
17. Dorowa mine ( OHSAS & EMS)
18. Tobacco Processors of Zimbabwe ( OSHAS & EMS)
19. Jacob Bethel Hre ( OHSAS & EMS)
20. Jacob Bethel Byo ( OHSAS & EMS)
21. Nestle Zimbabwe (OHSAS & EMS)
22. Qutton Seed (EMS)
23. Shamva mine (EMS)
24. Larfage Cement (EMS)
25. Schweppes Pvt Ltd Hre (EMS)
26. Schweppes Pvt Ltd Byo ( OHSAS & EMS)
27. Zimasco Kwewe (OHSAS & EMS)
28. Zimasco Shurugwi (OHSAS & EMS)
29. Zimasco Mutorashanga (OSHAS & EMS)
30. Hippo Valley Estate (OHSAS & EMS)
31. Mimosa mine (OSHAS & EMS)
32. ZIMPLATS Processing (OHSAS &EMS)
33. Turnall Fibre cement ( EMS)
34. Total Zimbabwe ( EMS)
35. Bitumen Construction Services Byo (EMS)
36. Bitumen Construction Services Hre (EMS)
37. Murowa Diamonds (EMS)
38. Blanket mine (EMS)
39. Vumbachikwe mine (EMS)
40. Redwing mine (OHSAS & EMS)
41. THZ Mwenezi Estate (EMS)
42. National Waste collection (EMS)

## 5.6. **Industrial Assessments**

Table 7:

Region	Year 2011	Previous 2010	VARIANCE	Per cent IMPROVEMENT
Harare	646	482	164	34.02
Bulawayo	439	285	154	54.04
Gweru	239	205	34	16.58
Mutare	261	155	106	68.39
Masvingo	174	85	89	104.71
Chinhoyi	144	167	-23	-13.77
<b>Totals</b>	<b>1903</b>	<b>1379</b>	<b>524</b>	<b>38.0</b>



## Comments

In general there was an improvement of 38% in the size of the sample of establishments that were assessed for their safety and health performance in 2010. Masvingo improved the most at 104.71% followed by Mutare at 68.39% and Bulawayo at 54.04% respectively. This was a pleasing development in that the actual performance of more organizations is revealed because of the bigger sample. Notwithstanding a generally improved performance, the Chinhoyi region deteriorated significantly by -13.77%.

## 5.7 Revenue Generated Through Promotional Activities In the Regions

Table 8:

Region	Year 2011 US\$	Previous Year 2010 US\$	VARIANCE US\$	PER CENT IMPROVEMENT
Harare	10,927.00	11,636.00	-709	-6.09
Bulawayo	14,280.00	9,649.00	4 631	47.99
Gweru	10,716.00	12,735.00	-2 019	-15.85
Mutare	4,145.00	4,390.00	-245	-5.58
Masvingo	5,614.00	879.00	4 736	538.68
Chinhoyi	5,919.00	2,082.00	3 837	184.29
<b>Totals</b>	<b>51,601.00</b>	<b>41,371.00</b>	<b>10 230</b>	<b>24.73</b>

## Comments

There was a general improvement of 24.73% in revenue created with Masvingo region performing the best at 538.68% followed by Chinhoyi at 184.29% and Bulawayo at 47.99% respectively. There is no evidence to buttress the notion that these 3 regions will keep up the excellent performance in 2012. Harare, Gweru and Mutare regions under performed significantly and must improve in 2012 going forward.

## 5.8 HUMAN RESOURCES IN THE OSH PROMOTION AND TRAINING DEPARTMENT

Table 9:

	Establishment	Strength	VARIANCE
<b>Manager</b>	<b>1</b>	<b>1</b>	<b>0</b>
<b>Training Officers</b>	<b>2</b>	<b>2</b>	<b>0</b>
<b>OSH Promotion Officers</b>			
<b>Region</b>			
Harare	11	9	2
Bulawayo	7	7	0
Gweru	3	2	1
Masvingo	4	3	1
Mutare	3	2	1
Chinhoyi	3	2	1
<b>TOTAL</b>	<b>34</b>	<b>28</b>	<b>6</b>

## **Comments**

Staffing in this department is at a satisfactory level and should improve performance in the future with the leadership renewal that occurred in the year.

### **5.9 ZIMBABWE OCCUPATIONAL SAFETY AND HEALTH COUNCIL (ZOHSC) ACTIVITIES 2011**

The Zimbabwe Occupational Safety and Health Council (ZOHSC) is the national tripartite body, mandated to ensure national consensus on occupational safety and health issues and safeguard a high standard of occupational safety and health delivery in the country. The Director of OSH also reports to this council. The council achieved its target of 4 meetings in the year (one meeting every quarter). Several resolutions were made and the majority of them implemented.

#### **5.9.1 OSH Policy Review**

NSSA budget for the process was approved. The request to ILO for the same did not yield results by the close of the year. An informal tender was floated but all respondents were disqualified for lack of experience in similar work. Review was deferred to 2012.

#### **5.9.2 Principles for the Bill to Harmonize OSH Laws**

Government, Employers and the Labour Unions agreed to submit the principles. This was done but suffered a small setback when officials at the ministry returned it for correction some of which were fundamental. The principles would be resubmitted early in 2012.

#### **5.9.3 Advocacy For The Ratification of The ILO Convention 187 on OSH Promotional Framework**

We requested ILO to hold a seminar for the Zimbabwe Occupational Safety and Health Council to train the councilors on the convention so that they would be confident when explaining the convention to their constituencies. We thank the ILO for sending their specialist on OSH Mr. Franklyn Muchiri to do the training at a seminar held in Zimbabwe in June 2011. In September 2011 both Government and Labour Unions representatives indicated that they were ready to recommend that convention 187 be ratified by Parliament. However, the Employers' Confederation of Zimbabwe (EMCOZ) said they were still consulting their membership and this status quo was maintained to the close of the year.

### **5.10 OSH TRAINING**

#### **5.10.1 Introduction**

The year was very hectic for the section with a total of 8 OSHEMAC blocks (4 sessions in either Harare or Bulawayo), enrolment, marking and other related work, preparing for the courses not to mention additional duties required in organizing, participating in and controlling of proceedings at the Engineers Workshop, SHAW conference 2011, Doctors' Course, Occupational Health Nurses' course and various other duties.

## 5.10.2 The following courses were conducted in 2011:

### 5.10.2.1 Occupational Safety, Health and Environmental Management Course (OSHEMAC)

A total of 8 Parts I & II (4 part 1 and 4 part 2) courses were conducted in Harare and Bulawayo raising US\$84 645 in revenue. The number of participants to the courses generally increased to 142 students in the year under review thus indicating a high uptake of the course. The increase is associated with the popularity of the course with employers and therefore its impact in promoting occupational safety and health on the shopfloor is expected to be significant.

### 5.10.2.2 NSSA Doctor's X-ray Reading Course

The course was conducted for medical doctors at NSSA House 11<sup>th</sup> floor Boardroom from 14 to 18 November 2011. The course attracted 21 paying Medical Doctors. The course raised US\$7350 in revenue.

### 5.10.2.3 Occupational Health Nurses Course

The course was conducted at Cresta oasis Hotel from 25<sup>th</sup> to 29<sup>th</sup> July 2011 and was attended by 55 delegates. The course raised US\$7,287.00 in revenue.

### 5.10.2.4 Lead Auditors Course

The second and final group of the OSH Promotion officers attended the lead auditors' course. The course was very good but by the close of the year no attachments to auditors had been secured mainly because certification business was low at the Standards Association of Zimbabwe (SAZ).

## 6. FACTORIES AND WORKS INSPECTORATE

- Continued to ensure that all workplace facilities, installations, equipment and machinery complied with laid down standards and legal provisions.
- Conducted workplace inspections.
- Conducted boiler and elevator inspections.
- Approved building plans and registered factories.
- Investigated reported accidents.
- Presented research papers at conferences and seminars.
- Prosecuted recalcitrant industrialists who breached the law and caused serious accidents.

### HUMAN RESOURCES IN THE OSH INSPECTORATE DEPARTMENT

Table 10:

	Establishment	Strength	VARIANCE	
Chief Inspector of Factories	1	1	0	

<b>Secretary</b>		1	1	0	
<b>Manager</b>		1	1	0	
<b>Mechanical Engineering Inspectors</b>		17	15	2	
<b>Electrical Engineering Inspectors</b>		4	4	0	
<b>Hygiene Inspectors</b>		10	10	0	
<b>Total</b>		<b>34</b>	<b>32</b>	<b>2</b>	
<b>DISTRIBUTION BY NSSA REGIONS</b>					
<b>Region</b>	<b>POSITION</b>	<b>ESTABLISHMENT</b>	<b>STRENGTH</b>	<b>VARIANCE</b>	
<b>Head Office</b>	<b>Chief Inspector</b>	<b>1</b>	<b>1</b>	<b>0</b>	
	<b>Secretary</b>	<b>1</b>	<b>1</b>	<b>0</b>	
Harare	Mech. Insp	5	3	2	
	Elect. Insp	2	2	0	
	Hygiene Insp	2	2	0	
Bulawayo	Manager	1	1	0	
	Mech. Insp	2	2	0	
	Elect. Insp	1	1	0	
	Hygiene Insp	1	1	0	
Gweru	Mech. Insp	3	3	0	
	Elect. Insp	0	0	0	
	Hygiene Insp	1	1	0	
Mutare	Mech. Insp	2	2	0	
	Elect. Insp	0	0	0	
	Hygiene Insp	1	1	0	
Masvingo	Mech. Insp	2	2	0	
	Elect. Insp	0	0	0	
	Hygiene Insp	1	1	0	
Chinhoyi	Mech. Insp	1	1	0	
	Elect. Insp	1	1	0	
	Hygiene Insp	1	1	0	
<b>TOTAL</b>		<b>34</b>	<b>32</b>	<b>2</b>	

### **Comment**

The establishment came to a satisfactory level for the first time in many years. Since there is no institution that produces ready made engineering Inspectors in Zimbabwe yet, many

inspectors were on training attachments in the year under review. Consequently a slow improvement in performance by the department is expected to take root in the future.

## 6.1. Development Plans

Table 11:

Region	Plans Processed	Revenue US\$
Harare	27	56,009.00
Bulawayo	7	2,725.00
Gweru	3	3,000.00
Mutare	6	19,344.00
Masvingo	5	1,000.00
Chinhoyi	2	783.00
<b>Total (2011)</b>	<b>50</b>	<b>82,861.00</b>
<b>2010</b>	<b>30</b>	<b>26,290.00</b>

### Comments

There was a 66, 6% increase in the number of new capital projects approved compared to last year. Revenue also increased by 215%. Most of the plans were from Harare constituting 54%. The submissions were from all sectors of the economy but the following topped the list:- Motor vehicle repairs, warehousing, food processing and metal fabrication. The Chisumbanje Ethanol plant was amongst the biggest projects approved during the period under consideration.

## 6.2. Additions/Alterations

Table 12:

Region	Plans Processed	Revenue US(\$)
Harare	2	3,125.00
Bulawayo	4	170.00
Gweru	5	6,965.00
Mutare	3	443.00
Masvingo	4	6,904.00
Chinhoyi	1	57.00
<b>Total (2011)</b>	<b>19</b>	<b>17,664.00</b>
<b>2010</b>	<b>15</b>	<b>5,328.00</b>

### Comments

The additions/alterations increased by 19% compared to last year. Revenue also increased by 231% from last year figures. The majority of the submissions came from the Midlands Province. Zimasco Ferro Chrome Fines Recovery Plant being the major investment with an estimated cost of \$550 000. There is urgent need to raise awareness among local authorities in all regions to refer all factory plans to the NSSA factory inspectorate for approval.

### 6.3. Factory Registrations and Closures

Table 13:

Region	Factories Registered	Factory Closure	Total No. of Factories use	No. of New Employees	Affected Workers	Revenue US\$
Harare	58	12	3 332	0	0	8,700.00
Bulawayo	35	0	1 293	0	0	3,700.00
Gweru	7	0	561	0	0	700.00
Mutare	19	0	439	0	0	2,100.00
Masvingo	6	1	274	0	0	600.000
Chinhoyi	17	0	310	0	0	1,600.00
<b>Total (2011)</b>	<b>142</b>	<b>14</b>	<b>6 209</b>	<b>0</b>	<b>0</b>	<b>17,400.00</b>
<b>2010</b>	<b>197</b>	<b>319</b>	<b>5 904</b>	<b>0</b>	<b>0</b>	<b>31,950.00</b>

#### Comments

Registrations were 28% less than last year and revenue also decreased by 45, 5%. The closures were significantly low and could be a sign of some level of economic stabilization. The registrations achieved were 42, 4% below the target.

### 6.4. Factory Inspections

Table 14:

Region	Complete Inspections	Special Inspections	Complying	Non Complying
Harare	931	143	49	524
Bulawayo	430	33	18	502
Gweru	106	9	3	148
Mutare	292	9	7	268
Masvingo	162	1	10	110
Chinhoyi	147	18	20	134
<b>Total(2011)</b>	<b>1 748</b>	<b>89</b>	<b>107</b>	<b>1 686</b>
<b>2010</b>	<b>2 068</b>	<b>213</b>	<b>88</b>	<b>2 142</b>

#### Comments

The decrease by 19, 46% from last year's performance and a shortfall of 26, 52% from the annual target are significant. The increase in human resources realized in the year under review is a positive development. However, performance dragged because the new staff were under training within and without NSSA. The major unsafe trends noted were the use of unregistered premises, unapproved factory development plans, use of unguarded dangerous machinery and lack of statutory inspections and tests.

## 6.5 Meetings

Table 15:

Region	Meetings	Inquiries	Other
Harare	106	56	125
Bulawayo	46	52	1
Gweru	36	1	14
Mutare	63	12	10
Masvingo	28	36	13
Chinhoyi	24	0	3
<b>Total(2011)</b>	<b>303</b>	<b>157</b>	<b>166</b>
<b>2010</b>	<b>280</b>	<b>233</b>	<b>94</b>

### Comments

The Inspectorate held meetings with:- Chamber of Mines SHE Committee, Principal Inspectors, SAZ, SADCAS, UZ, captains of industry, Works Council and Independent Inspection Authorities for purposes of communication and networking.

## 6.6 Certificate Renewal

Table 16:

Region	Black	Blue	Red	Total	Revenue US\$
Harare	58	26	49	133	22,450.00
Bulawayo	65	18	27	110	16,250.00
Gweru	41	6	15	62	8,850.00
Mutare	125	10	37	172	20,540.00
Masvingo	47	11	7	75	8,100.00
Chinhoyi	74	10	10	94	7,200.00
<b>Total (2011)</b>	<b>410</b>	<b>81</b>	<b>145</b>	<b>636</b>	<b>83,390.00</b>
<b>2010</b>	<b>387</b>	<b>144</b>	<b>134</b>	<b>665</b>	<b>71,805.00</b>

**Key:** Black = less than 50 employees; Blue = more than 50 but less than 100 employees; Red = more than 100 employees.

### Comments

Factory Certificate renewals (registrations) decreased by 4,36% from last years' figures. The annual target was missed by 57,69%. Additional strategies like carrying out a blitz to improve compliance would be considered in 2012. However, smaller establishments appeared to have done well in the figures above.

## 6.7. Building and Construction

Table 17:

Region	No. of Sites	Inspections
Harare	20	23
Bulawayo	3	26

Gweru	5	55
Mutare	19	54
Masvingo	3	20
Chinhoyi	1	1
<b>Total (2011)</b>	<b>51</b>	<b>179</b>
<b>2010</b>	<b>53</b>	<b>118</b>

### **Comments**

Construction site inspections increased by 52% from last years' figures. The annual target was exceeded by 28%. The safety and health performance in this sector was worrisome. None compliance remained above 80% throughout the year. A significant number of prohibition orders were issued. Notable unsafe trends were:- Substandard and unsafe scaffolding; unsafe excavations; failure to give notice of commencement of works; lack of dust suppression measures; failure to report, record and investigate accidents; poor sanitary and welfare facilities and lack of statutory examinations and tests.

## **6.8. Boilers**

Table 18:

Region	New Reg.	Discarded	Total Temp. Out of use	Total in Use	Annual Inspections				Revenue US\$
					Int.	Ext.	Hyd.	Com*	
Harare	7	2	812	3 259		156	86	143	136,690.00
Bulawayo	0	0	279	206		133	30	52	42,640.00
Gweru	1	0	261	34		19	6	10	11,800.00
Mutare	0	0	521	91		52	21	46	51,690.00
Masvingo	2	1	1	58		31	21	31	30,800.00
Chinhoyi	0	0	64	268		25	6	10	7,000.00
<b>Total(2011)</b>	<b>10</b>	<b>3</b>	<b>1 938</b>	<b>3 916</b>		<b>416</b>	<b>170</b>	<b>292</b>	<b>280,620.00</b>
<b>2010</b>	<b>37</b>	<b>18</b>	<b>4 982</b>	<b>6 247</b>		<b>437</b>	<b>212</b>	<b>250</b>	<b>277,459.00</b>

### **Comments**

Boiler inspections decreased by 2, 3% from last year's performance. However, the target for the year was exceeded by 9, 75%. Boiler safety standards were noted to be deteriorating as evidenced by the damage to pressure parts caused by low water level incidents which were reported during the review period. Unsafe trends were:- lack of boiler water treatment; use of inadequate and defective boiler fittings; use of incompetent operators; poor boiler inspection preparations; illegal repairs and illegal use of boilers; failure to maintain boiler log books according to the Factory and Works regulations and failure to send operators and their assistants for medical examinations.



## 6.9 Elevators

Table 19:

Region	New Reg.	Discarded	Temp. Out of Use	Total in Use	Inspections	Revenue US\$
Harare	4	0	50	916	220	66,620.00
Bulawayo	0	0	84	196	57	13,510.00
Gweru	3	0	20	31	10	600.00
Mutare	0	0	7	21	24	4,460.00
Masvingo	0	0	1	0	0	0
Chinhoyi	0	0	0	0	0	0
<b>Total (2011)</b>	<b>7</b>	<b>0</b>	<b>162</b>	<b>1 164</b>	<b>311</b>	<b>85,190.00</b>
<b>2010</b>	<b>13</b>	<b>0</b>	<b>112</b>	<b>1 330</b>	<b>615</b>	<b>36,880.00</b>

### Comments

Elevator and Escalator inspections dropped by 49% from last year's figures. The annual target was not achieved by 61%. Inspection fees were mostly not paid and a debtors' list was compiled for submission to debt management by the 15th of January 2012. The level of compliance with safety regulations was below 80% as evidenced by the unsafe trends recorded as thus:- frequent breakdowns and failure to operate efficiently due to lack of spare parts and poor maintenance programmes by users and service providers; use of elevators and/or escalators with inadequate or non functioning safety devices; failure to carry out elevator and/or escalator modifications commensurate with modern safety trends and developments ; lack of thorough understanding of elevator operational software and effective diagnostics and the use of incompetent and inexperienced lift mechanics due to brain drain.

## 7. OCCUPATIONAL HEALTH SERVICES (OHS)

Generally, the department recorded brisk business in terms of Pneumoconiosis applications in comparison to year 2010. This culminated in the department being on overtime from 1630hrs to 1830hrs from Monday to Friday. The number of medical bureau sessions was also doubled from the usual 2 per week to 4 per week. Thus, there was an average of 16 Bureau sessions per month. Several Pneumoconiosis cases were diagnosed.

### HUMAN RESOURCES IN THE OHS DEPARTMENT

Table 20:

	Establishment	Strength	VARIANCE
<b>Medical Officer of Occupational Health</b>	<b>1</b>	<b>1</b>	<b>0</b>
<b>Secretary</b>	<b>1</b>	<b>1</b>	<b>0</b>
<b>Medical Bureau Doctors</b>	<b>4</b>	<b>4</b>	<b>0</b>
<b>Nursing Officers</b>	<b>3</b>	<b>3</b>	<b>0</b>
<b>Medical Bureau Clerks</b>	<b>10</b>	<b>9</b>	<b>1</b>

## **Comments**

There is Dr. B. Nyereyegona who practises Occupational Health Medicine in the Southern part of the country (Midlands, Masvingo, Matabeleland North and Matabeleland South). She is on the structure of the Benefits, Schemes Planning and Research division although she reports to the Director of OSH on issues of Occupational Health Services.

### **7.1 Workplace Activities**

Table 21

<b>Activity</b>	<b>Northern Region</b>	<b>Southern Region</b>	<b>Totals</b>
Clinic Audits	76	74	150
Walk-through Surveys	55	-	55
Occupational Health Inspections	36	106	142
New Industrial Clinics Registered	3	2	5

### **7.2 Pneumoconiosis Sector Analysis**

Table 22:

<b>COMPANY</b>	<b>SECTOR</b>	<b>ACTIVE MINERAL PRINCIPAL MINERAL</b>	<b>NUMBER OF CASES</b>
Alaska Dolomite	Mining	Dolomite Silica	1
Freda Rebecca Mine	Mining	Gold & Silica	1
Shamva Mine	Mining	Gold & Silica	1
BIMCO	Mining	-	1
Industrial Sands	Quarry	Silica	1
Zimplats	Mining	Platinum Group	1
Vubachikwe	Mining	Gold & Silica	1
How Mine	Mining	Gold & Silica	2
Zimtile	Manufacturing	Asbestos & Cement	2
Delta Beverages			1
Mimosa	Mining	Platinum Group	2
Jesse Mine	Mining	Gold & Silica	1
ZPC Bulawayo			1
ZIMASCO	Mining	Chrome & Silica	1
Golden Kopje Mine	Mining	Gold & Silica	1
<b>TOTAL</b>			<b>18</b>

## **Comments**

The mining operations especially the gold mines contributed a significant number of cases. It can be envisaged that the majority of pneumoconiosis were therefore silicosis. There were 2 cases of pneumoconiosis from asbestos related operations at ZIMTILE

### 7.3. **Accounts Audited Per Region**

Table 21

Region	Accounts Audited	Value \$
Harare	286	1 922.60
Mutare	221	2 451.54
Chinhoyi	61	452.35
Bulawayo	620	8 054.00
Masvingo	83	9 052.00
Gweru	35	422.00
<b>Totals</b>	<b>1 306</b>	<b>22,354.49</b>

### 7.4 **Medical Bureau Activities Summary**

7.4.1 Table 23: Occupational Health Services summary

Activity	Year 2011.	Previous Year 2010
Medical Certificate of Fitness Applications received	25 010	11 093
Pneumoconiosis x-rays processed	21 769	11 662
Pneumoconiosis Medical Certificates issued	19 302	10 179
Pneumoconiosis cases identified	18	14
Number of cases deferred	2 045	516
Monetary Value of Pneumoconiosis certificate application received (US\$)	260,711.00	164,151.00
Monetary Value of Pneumoconiosis certificate application received (ZAR)	-	-
Bureau Meetings	177	87
Bureau Related Payments (Expenses) (US\$)	69,466	27,960.00
<b>Revenue after paying Medical Bureau Doctors</b>	<b>180,544</b>	<b>82,133</b>

## 8. **RESEARCH AND DEVELOPMENT**

The year 2011 primarily focused on the following;

- Critical analysis of accident causes in basic metal production and metal fabrication industries in Zimbabwe.
- Evaluation of safety and health systems and programmes in the sewage treatment works and sewerage systems in selected Municipalities in Zimbabwe.
- Occupational Hygiene measurements.

- (d) Ergonomic Risk Assessments.
- (e) Preparation of International Labour Convention (ILO) reports regarding progress made with respect to implementation of certain provisions in ratified Occupational Safety and Health (OSH) Conventions.
- (f) Publication of the On-Guard and research articles thereof.
- (g) OSHEMAC Training.
- (h) Preparation and presentation of papers at workshops, seminars and conferences.

## **HUMAN RESOURCES IN THE RESEARCH AND DEVELOPMENT DEPARTMENT**

Table 24:

	<b>Establishment</b>	<b>Strength</b>	<b>VARIANCE</b>
<b>Chief Research and Development Officer</b>	<b>1</b>	<b>1</b>	<b>0</b>
<b>Secretary</b>	<b>1</b>	<b>1</b>	<b>0</b>
<b>Principal Hygiene and Research Officer</b>	<b>1</b>	<b>1</b>	<b>0</b>
<b>Ergonomist</b>	<b>1</b>	<b>1</b>	<b>0</b>
<b>Total</b>			

### **8.1 RESEARCH PROJECTS**

#### **8.1.1 Critical analysis of accident causes in basic metal production and metal fabrication industries in Zimbabwe**

This study focused on the critical analysis of accident causes in the basic metal production and metal fabrication industrial sectors. The objectives of the study were:-

- (a) To determine injury frequency rates for the basic metal production and metal fabrication industries and compare them with those obtaining in other major high risk sectors for the period 2004 to 2009.
- (b) To evaluate major causes of accidents and nature of injuries in the two industrial sectors.
- (c) To recommend policy measures to prevent accidents in the basic metal production and metal fabrication industrial sectors.

A retrospective review of data on occupational injury statistics was done for the period 2004 to 2009 using NSSA Annual Statistical Reports and review of NSSA OSH Factories Inspectorate files for selected establishments to analyze the causes of the accidents. Evaluation of randomly selected major establishments involved in basic metal production and fabrication in Harare, Gweru, Bulawayo and Mutare was also done using a self administered questionnaire.

The study has shown that metal production and metal fabrication industrial sectors are major contributors of occupational injuries and that injury frequency rates in these two sectors are

significantly high compared to other high risk sectors such as mining, wood and wood products, transport and storage and agriculture and forestry sectors. The study further showed that exposure to substances, materials and objects such as gases, fumes, dust and flying fragments, ergonomic stress factors, metal working machines, furnace ovens and kilns are major key drivers in causing accidents in these two sectors. In addition major injuries associated with these hazards included cuts, contusions, traumatic amputations, burns, eye injuries, chest problems, sprains, back and neck aches and diseases such as noise induced hearing loss. It is therefore recommended that:-

- (a) The enforcement of Occupational Safety and Health (OSH) legislation should target these sectors from 2012 and beyond.
- (b) Widespread OSH awareness and training programmes should be targeted at these sectors focusing on preventive strategies.
- (c) Establishments subjected to statutory inspection or workplace surveys should have structured programmes on follow ups occurring at least three times per annum.
- (d) Establishments involved in the basic metal production and metal fabrication should be compelled to adopt a systems approach to OSH management at the workplace.

#### 8.1.2 **Evaluation of safety and health systems and programmes in the sewage treatment works and sewerage systems in selected Municipalities in Zimbabwe.**

The objectives of the study were:

- (a) To identify and assess OSH programmes in sewerage treatment plants and sewerage systems.
- (b) To measure sewage gas emissions from sewers and sewage treatment works.
- (c) To recommend policy measures to prevent occupational accidents and ill-health due to sewerage systems and sewage treatment operations.

The study focused on sewage treatment works and sewerage in Harare, Bulawayo, Gweru, Mutare, Chinhoyi, Marondera and Bindura. Four major cities were selected out of 5 while three medium sized towns/cities were randomly selected out of a possible 12 towns. Sampling was purposive and biased to cities and towns which could be easily reached due to limited resources. A total of 12 sewage treatment works were evaluated in the 7 cities and towns selected.

At the time of evaluation most treatment works were not effectively functional with the exception of Mutare where there was some semblance of treatment, implying that effluent is being discharged into the public water courses without treatment. Only 2 (16.7%) of the sewage treatment works has OSH policies to guide implementation of OSH programmes, while 58% of treatment works had some form of structures in the form of OSH Committees. All Local Authorities have shown that they did not budget for OSH programmes and systems. It was further observed that all Local Authorities had very little or no understanding of OSH legislation which governs sewage treatment plants and machinery.

Engineering controls in all sewage works were quite limited with most equipment and machinery to process sewage dilapidated and needing urgent rehabilitation. 50% of works evaluated had scheduled maintenance programmes, though their implementation was limited due to the fact that most equipment required repair or replacement. Structured education and training on OSH was non-existent in all local authorities and resulting in the observed low levels of awareness on OSH.

Provision of personal protective clothing and equipment (PPE) was highly inadequate in most sites except in 2 treatment works which had a reasonable supply and provision of PPC/E. Common hazardous gases picked and measured included hydrogen sulphide (H<sub>2</sub>S) which averaged at all sites 0.55 to 20.4 ppm, hydrogen chloride gas (HCL) which averaged 0.64 – 6.1 ppm while ammonia (gas) (NH<sub>3</sub>) averaged 4.8 to 5.5 ppm. The results reflected serious lack of a safety and health culture in all Local Authorities especially as it relates to sewage treatment works and sewerage operations. In view of the foregoing the following corrective actions were proposed:-

- (a) Establish functional occupational safety and health management systems led by top management.
- (b) Develop, as a matter of urgency, standard operating procedures for working in confined spaces and other dangerous identifiable places of sewers and sewage treatment works.
- (c) Develop and implement immediately a risk assessment programme.
- (d) Rehabilitation of treatment works is required as a matter of urgency to minimize indiscriminate pollution of the environment particularly public water ways.
- (e) Develop and implement an OSH policy to guide any future OSH programmes in the respective Local Authorities.
- (f) Local Authorities are by nature big establishments and as such require to employ qualified OSH professionals to spearhead implementation of effective OSH programmes.

## 8.2 **OCCUPATIONAL HYGIENE MEASUREMENTS**

Occupational hygiene measurements focused on noise, light, heat and dust.

### 8.2.1 **Noise Measurements**

10 establishments were done, the same as in 2010.

### 8.2.2 **Light Measurement**

2 establishments were done compared to 10 done in 2010.

### 8.2.3 **Heat Stress Measurements**

4 establishments were done compared to 7 done in 2010.

### 8.2.4 **Dust Measurements**

7 establishments were evaluated compared to 3 done in 2010.

### 8.2.5 **ERGONOMIC RISK ASSESSMENTS**

Ergonomic Risk Assessment was done at 3 establishments compared to 5 establishments done in 2010. With the employment of a qualified Ergonomist, it is envisaged that more assessments would be done in 2012. The ergonomic risk assessments done revealed that ergonomics should be widely promoted in Zimbabwe in order to mitigate occupational risks that impact on employee's health. Two procedures were produced on :

- (a) Conducting an ergonomic risk assessment using the Health and Safety Executive (HSE) Risk Assessment Worksheet (RAW).
- (b) Conducting field work for ergonomic risk assessment.

These procedures together with others to be identified, will be further developed and reviewed in 2012. It is expected that in 2012, there would be fully packaged ergonomic risk assessment tools to guide implementation of ergonomic assessments at various workplaces.

### 8.3 **PUBLICATION OF THE ON-GUARD AN AID TO OCCUPATIONAL SAFETY AND HEALTH**

Two issues of the On-Guard magazine were produced in 2011, Volume 17 No. 1 June 2011 and Volume 17 No. 2, December 2011. These issues featured important topics which included a research on noise exposure in the furniture manufacturing industry in Harare. Other topics covered included:-

- (a) Occupational Radiation Safety Preparedness in Zimbabwe.
- (b) Towards a successful safety and health management in the workplace.
- (c) Evaluation of the extent of implementation of noise control measures in the furniture manufacturing industry.
- (d) Technology transfer and economic development: An ergonomic perspective.

### 8.4 **STATISTICAL SUMMARY OF ACTIVITIES**

Table 25:

NO.	ACTIVITIES	2011	2010
1.	OSH research projects	Two (2) researches completed:  (a) Critical analysis of accident causes in basic metal production and metal fabrication industries in Zimbabwe.  (b) Evaluation of safety and health systems and programmes in the sewage	Two (2) research reports convention 174 and the follow-up study on extent of implementation of noise control measures in the furniture manufacturing industry done.  Two research papers on questions of ratification of convention 187 and analysis of

		treatment and sewerage works in selected Municipalities in Zimbabwe.	OSH performance in Zimbabwe prepared.
2.	Occupational Hygiene	10 establishments - noise 2 establishments - lighting 4 establishments - heat stress 7 establishments - dust	10 establishments - noise 10 establishments - lighting 7 establishments - heat stress 3 establishments - dust 1 establishment - general hazard evaluation
3.	Ergonomic Risk Assessment	3 establishments done	5 establishments done.
4.	Publication of the On-Guard magazine	2 issues in the June and December 2011 of the On-Guard – An aid to OSH.	3 issues, April, September and December.
5.	Training	19 OSHEMAC lectures done 9 external presentations done	18 OSHEMAC lectures done 8 external presentations done.
6.	Revenue generated	US \$6329.27	US \$7128.00

## 8.5. **CIS INFORMATION SERVICES**

### 8.5.1 **CIS Strategic Vision**

To provide relevant and responsive information for effective management of occupational safety and health in Zimbabwe, through strategic documentation, publication, dissemination and information sharing.

### 8.5.2 **Strategic Objectives of C.I.S**

The strategic objectives were:

- 8.5.2.1 To provide strategic data and information for effective management of OSH in Zimbabwe
- 8.5.2.2 To continue to publish an improved On Guard magazine and increase its subscriber base
- 8.5.2.3 Increase the use of library services by both industry and staff
- 8.5.2.4 Assist in the training of OSH professionals

### 8.5.3 **Success Indicators**

- 8.5.3.1 On time publication of the On Guard magazine
- 8.5.3.2 Generation of reports, articles and publications and respond to requests from clients
- 8.5.3.3 Effective management of information materials including books and films and videos.
- 8.5.3.4 Increased membership and On Guard subscriber base.



## 8.5.4 Achievements

- 8.5.4.1 Prepared and regularly updated the library material resources received e.g books, magazines, and assets

## 8.5.5 Challenges

- 8.5.5.1 Some Publication target dates for the On Guard magazine were missed due to funding challenges.
- 8.5.5.2 Reduced subscriber base due to national macro-economic challenges especially in 2008 and 2009.
- 8.5.5.3 Funding for the Purchase of up to date information such as books, CDs and DVDs.

## 8.5.6 Comparative Analysis of 2011 and 2010 Performance

Table 26:

VARIABLE	Year 2011	Year 2010
Library books	1 475	1 436
Library books borrowed	60	73
Library books returned	52	59
Material Safety Data Sheets (MSDS) requests	8	14
General requests	168	135
Organizations and individuals		82
Periodicals received African News Letter	600	400
NEWS letter distributed to industry	324	140
News letter distribute to officers	155	150
Library membership	24	8
Total number of films borrowed	34	54
On Guard subscriptions	23	31
Income from On Guard magazine	\$635.00	\$1, 355.00

## 9. OCCUPATIONAL INJURIES AND FATALITIES

### 9.1 Occupational injuries from All Workplaces in Zimbabwe (Figures in brackets are fatalities)

Table 27

NSSA Region	Worker Population 2011	Injuries 2011	LTIFR 2011	Worker Population 2010	Injuries 2010	LTIFR 2010	Variance 2011 vs 2010
Harare	1 012 495	1368(26)	0.68	1 012 495	1532(43)	0.76	-10.53%
Bulawayo	119 900	1301(10)	5.53	119 900	1546(13)	6.45	-15.81%
Gweru	53 289	365(3)	3.42	53 289	332 (8)	3.12	+9.62%
Mutare	53 289	509(11)	4.78	53 289	292 (7)	2.74	+74.45%

Masvingo	53 289	256 (15)	2.40	53 289	435 (7)	4.08	-41.18%
Chinhoyi	39 966	359(10)	4.49	39 966	273(12)	3.42	+31.29%
<b>Totals</b>	<b>1 332 228</b>	<b>4158(75)</b>	<b>1.56</b>	<b>1 332 228</b>	<b>4410(90)</b>	<b>1.67</b>	<b>-6.02%</b>
<b>Standard LIFR</b>	<b>&lt;1</b>						

## ANALYSIS

1. In the above table 2010 is taken as the base year for measuring Occupational Safety and Health performance per region.
2. A negative sign implies improvement in performance while the opposite is true for a positive sign.
3. Harare is the only region with the lost time injury frequency rate (LTIFR) below the national average in both 2011 and 2010. The region also has its LTIFR within internationally acceptable standard of <1. This means Harare was the safest region for workers in the period under review. An improvement of -10.53% was quite commendable considering that this region is already within the internationally acceptable levels.
4. Bulawayo region has the most elevated LTIFRs for both 2011 and 2010 at 5.43 and 6.45 respectively. This means that the region carried the highest occupational safety and health risk in the country despite a commendable performance improvement by -15.81% over 2010.
5. In the year under review, Mutare and Chinhoyi regions registered steep deterioration in OSH performance by 74.45% and 31.29% respectively. Gweru followed suit with an annual decline of 9.6%.
6. Masvingo region had the best OSH performance improvement by registering -41% despite the prevalence of a moderately high LIFR of 2.4. **Well done Masvingo Region.**
7. Overall, Zimbabwe performed reasonably well with a lost time injury frequency rate (LTIFR) of 1.56 considering the economic strain on industry with serious liquidity problems which affected recapitalization programmes.

## 9.2 Occupational Injuries In Factories and Works

Table 28:

Region	Reported			Investigated		
	Minor	Serious	Fatal	Minor	Serious	Fatal
Harare	74	15	5	30	6	5
Bulawayo	57	2	4	16	2	5
Gweru	11	5	1	3	5	1
Mutare	18	11	5	18	12	4

Masvingo	2	8	3	0	4	2
Chinhoyi	8	10	2	4	3	3
<b>Total (2011)</b>	<b>170</b>	<b>51</b>	<b>20</b>	<b>71</b>	<b>38</b>	<b>20</b>
<b>Year 2010</b>	<b>147</b>	<b>35</b>	<b>13</b>	<b>63</b>	<b>42</b>	<b>13</b>

## **Comments**

It is sad to note an increase from 2010 of 53, 8% in the number of reported fatal cases. In terms of absolute figures, Harare experienced the highest number of serious injuries reported. All regions had fatal accidents during the period under consideration. The details of some of the fatal cases are hereunder highlighted.

### **1. Harare Region**

- (a) In Marondera, a fatality occurred when a ZETDC employee (apprentice) was electrocuted on 21 December 2010.
- (b) A roof of a bakery under construction collapsed when erecting trusses killing one person. The deceased fell off scaffolding which was about 2.5m high and hit the edge of a foundation brick.
- (c) A worker employed by Still Ware Technical Services fell from a height of 40m whilst erecting a booster tower and died.
- (d) Two employees of Lewisridge Plumbers died of asphyxiation inside a fuel tank at RVC Fuels which they were cleaning. The bodies were recovered by the fire brigade and taken to Harare Hospital mortuary.

### **2. Bulawayo Region**

- (a) Six workers employed by China Nanchang Construction Company who were working on a trench at Mthabezi dam were buried after the trench collapsed. One worker died on the spot.
- (b) At Dunlop, Hardwork Mdlongwa was pulled into the machine he was operating between the fabric and calendar roller and received severe injuries. He was rushed to UBH and died 3 days later.
- (c) At Nirm and Chapman, a worker was burnt by molten metal after a furnace explosion and sustained 69% burns. He died 3 days later in Hospital.
- (d) Mandla Sibanda, employed by ZETDC Bulawayo as an Artisan Assistant was electrocuted whilst attending to a new electrical installation at a house in Cowdry Park Garikayi Hlalanikhuhle Housing Project.

### **3. Gweru Region**

- (a) On Tuesday the 22nd February 2011 at 6 a.m. Sibangani Mpofu was working in a maize field shifting irrigation pipes. In the process one of the irrigation pipes he was moving touched the overhead 11kV power line and he was electrocuted on the spot.

#### 4. Mutare Region

- (a) A fatality occurred in Nyazura when an air receiver converted into a steam generator exploded flattening two barn walls and injuring several workers who were around the area and killing the deceased.
- (b) At ARDA Rusitu Saw Mill, Kenneth Manjoro was killed whilst he was trying to fit a conveyor belt on pulleys while they were in motion. His leg was caught between the belt and one of the pulleys resulting in it being amputated. He died as a result of the injuries he sustained.
- (c) An employee died on the spot when he was hit by a falling pine tree at Mutare Board and Paper Mills Estate in Penhalonga whilst supervising tree fellers.
- (d) At Mutare Board and Paper Mills, an employee of a contractor was electrocuted when an aluminum irrigation pipe he was loading into a Tractor Trailer accidentally got in contact with an overhead electrical power line.

#### 5. Masvingo Region

- (a) A ZESA employee received an electrical shock, while reinstalling a transformer in Rutenga, fell headlong and died on arrival at the nearest clinic.

#### 6. Chinhoyi Region

- (a) Mr Peter Gumi of Kadoma Textiles succumbed to cancer of the esophagus which was suspected to be occupational.

### Occupational Fatalities in The Mining Sector

Table 29: Fatal Injuries in Mining Sector

DISTRICT	MINE	DATE OF ACCIDENT	NAME OF DECEASED	OCCUPATION	U/GROUND SURFACE	YTD
Harare	Marange Resources	07/02/2011	Tafara Muzurura	Security Guard	Surface	<b>10</b>
	Nyakudukutu	09/02/2011	Kudakwashe Mwayo	General Hand	U/Ground	
	Convoy	15/03/2011	Emmanuel Chibande	Lasher	U\Ground	
	Fadzana	17/04/2011	Gedion Makanya	General Hand	U/Ground	
	Dericos	17/06/2011	Purazeni Tawanda	General Hand – Lasher	U/Ground	
	Surrey 38 Odzi	19/07/2011	Misheck	General Hand	U/Ground	
	Bhibho Cooperative	15/09/2011	Apros Masuku	Lasher	Surface	
	Freda Rebecca	02/11/2011	Moses Felo	Pump attendant	U/Ground	
	Sarahata 2	30/12/2011	Wonder Mhizha			

			Charles James	General Hand		
Bulawayo	Lilian	27/03/2011	Thokozani Ncube	Lasher	U/Ground	<b>11</b>
	Mjewu	09/03/2011	Tobias Moyo	Lasher	U/Ground	
	SG 5424	11/05/2011	Douglas Ndhlovu	Blaster	U/Ground	
	Bisluck	20/06/2011	Saddam Ncube	Non employee	Surface	
	True Blue 20	12/07/2011	Qaphelani Moyo	Lasher	Surface	
	Farvick	26/08/2011	Kephas Munkuli	Tractor Driver	U/Ground	
	Renny Dene 2	31/08/2011	Gibbons Gumede	Businessman	U/Ground	
	Claydon	25/10/2011	Clastes Muvuya	Gandleader	U/Ground	
	Oaklands 27	12/11/2011	Darlington Mangezi	Lasher	U/Ground	
	Freda	22/12/2011	Nkosana Malumisa	Lasher	U/Ground	
	Farvic	24/12/2011	Thabani Siziba	Lasher	U/Ground	
Gweru	Chaka	12/03/2011	Simbarashe Makamure	Contractor	U/Ground	<b>9</b>
	Dandy 10	14/03/2011	Chrispen Mlangeni	General Hand	U/Ground	
	North 231 Zvimbo/ Selous	18/03/2011	Blessing Takawira	General Hand	Surface	
	Unki	07/04/2011	Tainos Shumba	Team Leader	U/Ground	
	Golden Valley	30/04/2011	Charles Chitimbe	General Hand	U/Ground	
	Valley	27/06/2011	Justin Muteto	General Hand	U/Ground	
	Mantwich	16/08/2011	James Sande	Mine Manager	U/Ground	
	Dalmainy 16	29/10/2011	Luke Mlambo	General Hand	U/Ground	
	Whatcher	18/12/2011	Previous Maposa	-	U/Ground	
Masvingo	B2	26/03/2011	Rich Ncube	Supervisor	U/Ground	<b>6</b>
	Sabi Vlei	31/03/2011	Taurai Gumbo	Lasher	U/Ground	
	Rip Top 30	29/04/2011	Onsen Tagwireyi	Lasher	U/Ground	

	Kiss	19/05/2011	Pride Chikambura	Lasher	U/Ground	
	Castle	30/06/2011	Agrippar Gumbo	Lasher	U/Ground	
	Prince	11/08/2011	Pardon Zivavose	Lasher	U/Ground	
<b>Total</b>						<b>35</b>

10. **Summary of meetings attended by the Director of Occupational Safety and Health**

Table 30

<b>Activity</b>	<b>Year 2011</b>
Policy Meetings	2
OSH Management committee meetings	11
Executive Management Meetings	14
Workshops/Seminars/ Conferences	6
Functions	7
ZOHSC Meetings	4
Board of Directors meeting	7
OSH Board Committee Meeting	3
Other Meetings	61
<b>Total</b>	<b>115</b>

**Rodgers Dhlwayo**  
**DIRECTOR : OCCUPATIONAL SAFETY AND HEALTH**