



## **OCCUPATIONAL SAFETY AND HEALTH (OSH) ANNUAL REPORT FOR YEAR 2012**

### **1. INTRODUCTION**

The Occupational Safety and Health performance in 2012 was not entirely pleasing when viewed from the angle of rising serious occupational injuries and fatalities. 5 140 workers were seriously injured and 107 of them died while the year 2011 recorded 4 158 occupational serious injuries with 75 fatalities. The lost time injury frequency rate (LTIFR) deteriorated by 23.72% from 2011 to 2012 (see table 27). The target was to improve it by at least 2% in the same period. Reported fatalities increased by 42.67% from 2011 to 2012. More strategic work to improve the LTIFR will need to be done to strengthen all the programmes aimed at promoting occupational safety and health in the workplace in 2013.

The OSH division operated on a human resources strength of 86 against an establishment of 92 direct employees.

### **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 sustainable Social Security Benefits and promote Occupational Safety and Health for all Zimbabweans through responsive schemes and services.**

However, it is valid that Occupational Safety and Health should have its own policy, vision and mission. To this end, the national occupational safety and policy will be reviewed in 2013 having made budgetary provisions in 2012. Consequent to this development, a more focused OSH mission statement will be included in future annual OSH reports.

#### **2.1 OUR 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.**

A more focused OSH vision will guide OSH delivery in the future.

## **2.2 OUR 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, 2011 TO 2015: 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 2012**

- 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.
- 3.2.3 Advocacy for the ratification of the ILO convention 187 on OSH promotional framework.
- 3.2.4 Retiring the backlog on the processing of applications (x-rays) for certificates of fitness.
- 3.2.5 Enforcing the OSH laws.
- 3.2.6 Carrying out researches on (a) Evaluation of social dialogue on Occupational Safety and Health (OSH) delivery at the workplace in Zimbabwe (b) Evaluation of Occupational Safety and Health (OSH) systems in analytical and biological laboratories in Zimbabwe.
- 3.2.7 Promotion of OSH programmes through training, workshops, conferences and courses.

## **4. OSH Policy Review**

This process was put to an informal tender twice but all who responded in each case failed to meet the requirements. A new thinking was to form a tripartite (Government, EMCOZ and Labour) taskforce to oversee the policy review process otherwise it would take much longer to identify the competency required to do the job while time was fast running out. The matter would be laid before ZOHSC at its first meeting in March 2013 for approval and action.

## **5. Harmonized OSH Bill**

Consensus from ZOHSC constituencies and the NSSA Board was obtained on the content of the principles for the Bill. The principles were submitted to the Ministry of Labour and Social Services but Cabinet was still to decide on the matter by the close of the year under review. However, the understanding was that Cabinet decision was imminent.

## **6. Ratification of ILO Convention 187 on OSH Promotional Framework**

Consistent with the tripartite approach in resolving OSH matters, EMCOZ was still consulting its membership on the ratification of the convention but holding a view that the ratification would herald an additional financial burden on employers. Government and Labour were ready to recommend the ratification of the convention by July 2012. EMCOZ would make their final decision at their conference to be held in February 2013. The NSSA Board of Directors resolved to recommend the ratification of the convention whose provisions tend to summarize all the other ILO conventions on OSH to date.

## **7. KEY RESPONSIBILITIES FOR EACH OSH DEPARTMENT**

The Division of Occupational Safety and Health has four departments namely; OSH Promotion and Training, Factories and Works Inspectorate, Occupational Health Services and Research and Development. All national OSH planning and implementation are achieved through these departments.

### **7.1 OSH PROMOTION AND TRAINING**

- i. 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.
- ii. Industrial assessments were carried out effectively and culminated in the annual safety awards in October 2012. In this programme, industry voluntarily enters into an annual safety and health excellence competition. The awards won in 2012 were for the safety and health performance in 2011.
- iii. 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.
- iv. 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 193 students graduating in 2012.

#### **6.1.1 MAJOR OSH PROMOTIONAL ACTIVITIES AND EVENTS IN 2012**

##### **6.1.1.2 LOCAL SEMINARS, WORKSHOPS AND CONFERENCES**

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

The Engineers' workshop was held under the theme **“Occupational Safety and Health: An Investment for Sustainable Economic Growth.”** at the Rainbow Towers Hotel, Harare, from 21 to 23 March 2012. The workshop attracted a record attendance of 144 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 Dr. Tracy Mutinhiri (MP).

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

- (i) Promote Investment in Safety Engineering for the sustainable safety of workers.
- (ii) Propel sustainable economic growth through safe and productive engineering.
- (iii) Provide a Platform for Networking and Information Exchange

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

- (i) All Engineers should register with Engineering Council of Zimbabwe (ECZ).
- (ii) Government should tighten control on importation of equipment.
- (iii) NSSA should convince top government officials to attend OSH workshops

**6.1.1.2.2 Zimbabwe Conference of Safety, Health and Environmental Practitioners (ZICOSHEP)**

An inaugural Zimbabwe Conference of Safety, Health and Environmental (SHE) Practitioners was held at the Rainbow Towers Hotel from 19 – 20<sup>th</sup> July 2012. It was officially opened by Mr Dzviti, the Director of Labour Administration in the Ministry of Labour and Social Services. It was also held under the theme **“Occupational Safety and Health: An Investment for Sustainable Economic Growth.”** It was attended by 110 people 70 of which were paying delegates. The conference was designed to meet the following objectives:

- (i) To recognize the contribution of SHE Practitioners to the promotion of safety, health and environment at work.
- (ii) To create a platform for ILO to dialogue directly with SHE Practitioners on Convention 187 for Occupational Safety and Health Promotional Framework.
- (iii) To motivate for the adoption of a systems approach to managing Safety, Health and Environment for sustainable business.
- (iv) To provide a platform for networking and information exchange.

The conference concluded with the following resolutions were:

- (a) SHE Practitioners should form regional committees which meet from regularly to discuss and resolve SHE issues and report at conference.
- (b) SHE Practitioners to work on reducing occupational accidents and report progress at the 2013 conference.
- (c) SHE Practitioners should form a structure to look into the SHE Practitioners’ status in industry with a view for improvement.
- (d) To encourage SHE Practitioners to affiliate with the Zimbabwe Institute of Occupational Safety and Health (ZIOSH).
- (e) To promote widely the understanding of the ILO Convention 187 on OSH promotional framework with a view to implementing it once ratified and domesticated.

#### **7.1.1.2.3 National Conference on Occupational Safety and Health at Work: 3 - 5 October 2012 Rainbow Towers Hotel, Harare**

The National Conference on Occupational Safety and Health (SHAW) was held under the theme **“Occupational Safety and Health: An Investment for Sustainable Economic Growth.”** The conference was held at the Meikles Hotel, Harare, from 3<sup>rd</sup> to 5<sup>th</sup> October 2012. It was well attended by over 250 people 155 of which were paying delegates and the revenue raised was US\$69 750.00. 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 was committed elsewhere. The conference concluded with a safety awards dinner which was also well attended by 250 people 144 of which were paying revelers. The dinner raised an income of \$21 600. Therefore the conference and dinner accrued a revenue of \$91 350.

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

- (i) To encourage organizations to invest more in Occupational Safety, Health and Environmental Management Systems.
- (ii) To highlight the contribution of occupational safety and health towards sustainable economic growth.
- (iii) To provide a platform for exchanging occupational safety and health information to prevent accidents and ill-health at the workplace.

##### **b) Conference Resolutions**

The conference passed the following resolutions for auctioning:

- (i) TB in the mines must be compensated where its causation is proved to be directly associated with dusty occupation.
- (ii) There should be legislation crafted to deal with occupational non communicable diseases including cancer.
- (iii) Industry and academia should strategically partner in carrying out research to improve the quality of life of workers.
- (iv) Occupational safety, health and environment should be managed together thereby facilitating a green economy.

#### **7.1.2 PARTICIPATION IN MAJOR INTERNATIONAL SEMINARS, CONFERENCES AND WORKSHOPS**

##### **7.1.2.1 Southern African Development Community (SADC) 27<sup>TH</sup> Standardization, Quality Assurance, Accreditation and Metrology (SQAM) Annual Meeting**

The Chief Research and Development Officer, Mr B. Mutetwa, attended the meeting which was held from 19<sup>th</sup> to 23<sup>rd</sup> March 2012 in Lilongwe, Malawi.

#### **7.1.2.2 Southern African Development Community Employment (SADC) Partnership forum on Tuberculosis (TB)**

The Medical Officer of Occupational Health Dr. H. Mapuranga attended the forum which was held from 7<sup>th</sup> to 8<sup>th</sup> March 2012 in Johannesburg, South Africa

#### **7.1.2.3 Southern African Development Community Employment and Labour Sector (SADC-ELS) Ministers for Employment, Labour and Social Partners' Meeting**

The Medical Officer of Occupational Health Dr. H. Mapuranga attended the meeting which was held from 23<sup>rd</sup> to 27<sup>th</sup> April 2012 in Luanda, Angola.

#### **7.1.2.4 Session of the International Labour Conference (ILC)**

The Medical Officer of Occupational Health, Dr H. Mapuranga, attended the conference which was held from 22 May to 15 June 2012 in Geneva, Switzerland.

#### **7.1.2.5 International Labour Organization (ILO): Course - A905102 Employment Injury Schemes and the Prevention of Occupational Accidents and Diseases**

The Promotion and Training Manager Mrs S. Mugaviri attended the course which was held from 8<sup>th</sup> to 19<sup>th</sup> October 2012 in Turin, Italy.

#### **7.1.2.6 International Scientific Conference on Chrysotile Asbestos Assessment and Risk Management**

The Medical Officer of Occupational Health, Dr H. Mapuranga attended the conference which was held from 21<sup>st</sup> to 22<sup>nd</sup> November 2012 in Kiev, Ukraine.

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

The Medical Officer of Occupational Health, Dr H. Mapuranga attended the meeting which was held from 6<sup>th</sup> to 7<sup>th</sup> December 2012 in Pretoria, South Africa.

#### **7.1.3 CONSENSUS BUILDING ON OCCUPATIONAL SAFETY AND HEALTH ISSUES**

The Zimbabwe Occupational Safety and Health Council (ZOHSC) which is a tripartite body representing the interests of Government, Employers and Labour each with 6 seats, was active in the year under review where it met every quarter to discuss and resolve occupational safety and health matters.

## 7.1.4 STATISTICAL SUMMARY OF OSH PROMOTIONAL ACTIVITIES

### 7.1.4.1 TEACH-INS

**Table 1: Teach-Ins**

| Region        | 2012Target      | 2012       |              | 2011       |              | VARIANCE          | PER CENT IMPROVEMENT |
|---------------|-----------------|------------|--------------|------------|--------------|-------------------|----------------------|
|               |                 | Teach Ins  | Participants | Teach Ins  | Participants |                   |                      |
| Harare        | 50 – 60         | 67         | 1 003        | 54         | 1 375        | 13 (- 372)        | 24.07(-27.05)        |
| Bulawayo      | 40 – 50         | 75         | 1 495        | 65         | 685          | 10 (810)          | 15.38(118.25)        |
| Gweru         | 15 – 20         | 23         | 397          | 19         | 208          | 4 (189)           | 21.05(90.87)         |
| Mutare        | 15 – 20         | 32         | 1 036        | 12         | 297          | 20 (739)          | 166.67(248.82)       |
| Masvingo      | 20 – 25         | 2          | 19           | 8          | 135          | -6(-116)          | -75 (-85.92)         |
| Chinhoyi      | 15 – 20         | 3          | 62           | 8          | 81           | -5 (-19)          | -62.5 (-23.46)       |
| <b>Totals</b> | <b>150– 180</b> | <b>202</b> | <b>4 012</b> | <b>166</b> | <b>2 781</b> | <b>36 (1 231)</b> | <b>21.66 (44.26)</b> |

#### Comments

Overall performance improved in 2012 as compared to that of 2011 by 21.66% for the number of teach-ins conducted while the number of participants also increased by 44.26%. The annual target of 150 teach-ins in 2012 was surpassed by 34.67%. However, performance for both Chinhoyi and Masvingo was very low and weighed down the rest.

### 7.1.4.2 Train The Trainer Courses:

**Table 2: Train the Trainer Courses Held (Participants in Brackets)**

| Region        | 2012Target     | 2012           | 2011           | Variance       | Per Cent Improvement |
|---------------|----------------|----------------|----------------|----------------|----------------------|
| Harare        | 10 – 12        | 12(224)        | 7(114)         | 3 ( 110)       | 42.86 (96.49)        |
| Bulawayo      | 8 – 10         | 9(109)         | 9(108)         | 0 (1)          | 0 (0.92)             |
| Gweru         | 3 – 4          | 1(139)         | 5(103)         | -4 (136)       | -80 (132.03)         |
| Mutare        | 3 – 4          | 4(64)          | 7(75)          | -3 (-11)       | -42.86 (-14.67)      |
| Masvingo      | 4 – 5          | 5(59)          | 5(64)          | 0 (-5)         | 0 (-7.81)            |
| Chinhoyi      | 3 – 4          | 4(162)         | 5(262)         | -1 (-100)      | -20 (-38.17)         |
| <b>Totals</b> | <b>30 – 36</b> | <b>35(760)</b> | <b>38(726)</b> | <b>-3 (34)</b> | <b>-7.85 (4.68)</b>  |

#### Comments

Overall performance was generally low in 2012 when compared with that in 2011. This implies that employers opted for short talks on Occupational Safety and Health as teach-ins performed very well (see table) most likely due to the liquidity crunch experienced in the economy since the Train the Trainer course costs slightly more than teach-ins. All except Gweru slightly surpassed their 2012 targets. Overall performance, however, was below that of 2011 by 7.85% for the number of courses held. The increase in the number of participants was insignificant.

### 7.1.4.3 ESTABLISHMENT OF SAFETY AND HEALTH COMMITTEES

**Table 3: Safety and Health Committees at Workplaces**

| Region        | 2012 Target | 2012      | 2011      | Variance  | Per Cent Improvement |
|---------------|-------------|-----------|-----------|-----------|----------------------|
| Harare        | 20          | 20        | 13        | 7         | 53.85                |
| Bulawayo      | 12          | 20        | 8         | 12        | 150                  |
| Gweru         | 10          | 20        | 12        | 8         | 66.67                |
| Mutare        | 8           | 20        | 12        | 8         | 66.67                |
| Masvingo      | 5           | 3         | 3         | 0         | 0                    |
| Chinhoyi      | 5           | 8         | 1         | 7         | 700                  |
| <b>Totals</b> | <b>60</b>   | <b>91</b> | <b>49</b> | <b>42</b> | <b>85.71</b>         |

#### Comments

Overall performance was generally good. The 2012 target was surpassed by 51.67% while the 2011 performance was surpassed by 85.71% which was very good indeed!!! This programme is part of an effort to encourage social dialogue between management and workers on OSH issues in organizations. When safety and health committees function at optimum, both management and workers share responsibility for managing OSH. Further, when performance on this programme is good, it is a promise for the reduction of OSH degrading incidents in the work environment. It is these incidents that graduate into accidents if not effectively controlled.

### 7.1.4.4 ESTABLISHMENT OF OSH MANAGEMENT SYSTEMS

**Table 4(a): Establishment of Certified OSH Management Systems**

| Region                        | 2012 target | 2012      | 2011     | Variance | Cumulative Up To 2011 |
|-------------------------------|-------------|-----------|----------|----------|-----------------------|
| Harare                        | 1           | 8         | 1        | 7        | 17                    |
| Bulawayo                      | 1           | 1         | 0        | 1        | 8                     |
| Gweru                         | 1           | 0         | 2        | -2       | 14                    |
| Mutare                        | 1           | 0         | 0        | 0        | 5                     |
| Masvingo                      | 1           | 0         | 0        | 0        | 3                     |
| Chinhoyi                      | 1           | 0         | 0        | 0        | 1                     |
| <b>Totals</b>                 | <b>6</b>    | <b>9</b>  | <b>3</b> | <b>6</b> | <b>53</b>             |
| <b>Grand Total Up to 2012</b> |             | <b>62</b> |          |          |                       |

#### Comments

The certification of management systems is a long process that requires resources, patience and focus such that even it is just one organization certified in the country, it justifies happiness to a regulatory authority such as NSSA. In 2012 9 organizations



attained certification of management systems 8 of which were in Harare while one was in Bulawayo. This was well done as these organizations essentially opted for self regulation. Overall performance in 2012 surpassed target by 50%. This performance was 200% better than that of 2011 which recorded only 3 organizations with management systems certified.

#### **Certified Organizations UP TO 2012**

**Table 4(b): HARARE**

| <b>COMPANY</b>         | <b>OHSAS ISO 18001</b> | <b>QUALITY MANAGEMENT ISO 9001/2008</b> | <b>ENVIRONMENT ISO 14001</b> |
|------------------------|------------------------|-----------------------------------------|------------------------------|
| CAFCA (Zimbabwe)       | ✓                      | ✓                                       |                              |
| Larfarge               |                        |                                         | ✓                            |
| Z F C                  |                        |                                         | ✓                            |
| Zimphos                | ✓                      | ✓                                       | ✓                            |
| Tobacco Processors Zim | ✓                      |                                         | ✓                            |
| Varichem               |                        | ✓                                       | ✓                            |
| National Waste         |                        | ✓                                       | ✓                            |
| Art Corporation        |                        | ✓                                       |                              |
| B O C                  |                        | ✓                                       |                              |
| Vetco Animal Health    | ✓                      | ✓                                       |                              |
| Air Zimbabwe           |                        | ✓                                       |                              |
| Bakesure               | ✓                      | ✓                                       |                              |
| Nyaradzo Funeral       |                        | ✓                                       |                              |
| Nestle Zimbabwe        | ✓                      | ✓                                       | ✓                            |
| Rio Tinto Management   | ✓                      |                                         | ✓                            |
| B A T                  |                        | ✓                                       |                              |
| Sandvik                | ✓                      |                                         | ✓                            |
| Jacob Bethel           | ✓                      | ✓                                       |                              |
| Imperial Refrigeration |                        | ✓                                       |                              |
| Non Ferrous (Norton)   |                        | ✓                                       |                              |
| Anchor yeast           |                        | ✓                                       |                              |
| National Tyre services |                        | ✓                                       |                              |

**Table 4(c): MASVINGO**

| <b>COMPANY</b> | <b>CERTIFICATION</b>            |
|----------------|---------------------------------|
| Hippo Valley   | NOSA, ISO 14001 and OSHAS 18001 |

|                          |                                 |
|--------------------------|---------------------------------|
| Triangle                 | NOSA, ISO 14001 and OSHAS 18001 |
| Mwenezana Estate         | NOSA, ISO 14001 and OSHAS 18001 |
| Mkwesine                 | NOSA, ISO 14001 and OSHAS 18001 |
| Delta Transport Masvingo | ISO 14001                       |
| Mimosa Mine              | ISO 14001 and OSHAS 18001       |
| Renco Mine               | ISO 14001 and OSHAS 18001       |
| Marowa Diamonds          | ISO 14001 and OSHAS 18001       |

**Table 4(d): BULAWAYO**

| Company         | ISO 9001 | ISO 14001 | ISO 18001 | FSMS |
|-----------------|----------|-----------|-----------|------|
| Jacob Bethel    | ✓        | ✓         | ✓         |      |
| Schweppes       | ✓        |           | ✓         | ✓    |
| Dairibord       | ✓        |           |           |      |
| Turnall         | ✓        | ✓         |           |      |
| Piggot Maskew   | ✓        | ✓         |           |      |
| Cairns          | ✓        |           |           |      |
| Hwange Colliery | ✓        |           |           |      |
| Delta Beverages | ✓        | ✓         |           |      |
| Zimtile         | ✓        | ✓         |           |      |
| How Mine        |          |           | ✓         |      |

**Table 4(e): SAZ OHSAS Certified Organizations as at 2011**

| <b>ORGANIZATIONS</b> |                                        |
|----------------------|----------------------------------------|
| 1                    | Empress Nickle Refinery – Kadoma       |
| 2                    | Zimbabwe Phosphate Industrial – Harare |
| 3                    | Renco Mine – Masvingo                  |
| 4                    | Chemplex Animal Public Health – Harare |
| 5                    | Dorowa Minerals – Nyazura              |
| 6                    | Sable Chemicals Industries – Kwekwe    |
| 7                    | Rio Tinto – Harare                     |
| 8                    | CAFCA – Harare                         |

**Table 4(f): GWERU**

|   |                 |             |
|---|-----------------|-------------|
| 1 | Haggie Rand     | OHSAS 18001 |
| 2 | Sable Chemicals | OHSAS 18001 |
| 3 | Zimasco Kwekwe  | NOSA        |

**Table 4 (g): CHINHOYI**

|   |                              |          |             |
|---|------------------------------|----------|-------------|
| 1 | Selous Metallurgical Complex | Zimplats | OHSAS 18001 |
| 2 | Ngezi Mine                   | Zimplats | OHSAS 18001 |
| 3 | Empress Nickle Refinery      |          |             |

**Table 4(h): MUTARE**

|   |                 |             |
|---|-----------------|-------------|
| 1 | Mutare Bottling | OHSAS 18001 |
|---|-----------------|-------------|

**7.1.4.5 SURVEYS****Table 5: Needs Determination Surveys**

| REGION        | 2012 Target      | 2012       | 2011         | Variance    | Per Cent Improvement |
|---------------|------------------|------------|--------------|-------------|----------------------|
| Harare        | 200 – 300        | 207        | 267          | -60         | -22.47               |
| Bulawayo      | 150 – 200        | 163        | 186          | -23         | 12.37                |
| Gweru         | 70 – 100         | 45         | 79           | -34         | -43.03               |
| Mutare        | 100 – 150        | 106        | 229          | -123        | -53.71               |
| Masvingo      | 80 – 100         | 152        | 141          | 11          | 7.80                 |
| Chinhoyi      | 80 – 100         | 101        | 100          | 1           | 1                    |
| <b>Totals</b> | <b>700 – 900</b> | <b>774</b> | <b>1 002</b> | <b>-228</b> | <b>-22.75</b>        |

**Comments**

With the exception of Gweru, the 2012 targets were generally met. However, performance was far below that of 2011 by -22.75%.

**7.1.4.6 FARM VISITS****Table 6: Number of farms visited**

| REGION        | 2012 Farm Visits Target | 2012       | 2011       | Variance  | Per Cent Improvement |
|---------------|-------------------------|------------|------------|-----------|----------------------|
| Harare        | 8 – 10                  | 40         | 38         | 2         | 5.26                 |
| Bulawayo      | 6 – 7                   | 14         | 21         | -7        | -33.33%              |
| Gweru         | 6 – 8                   | 18         | 11         | 7         | 63.36                |
| Mutare        | 8 – 9                   | 77         | 0          | 77        | 77                   |
| Masvingo      | 6 – 8                   | 11         | 4          | 7         | 175                  |
| Chinhoyi      | 6 – 8                   | 17         | 38         | -21       | -55.26               |
| <b>Totals</b> | <b>40 – 50</b>          | <b>177</b> | <b>112</b> | <b>65</b> | <b>58.04</b>         |

**Comments**

Farm visits generally improved by 58.04% Performance in Bulawayo and Chinhoyi was unsatisfactory and pulled the average performance down.

**7.1.4.7 2011 OSH PERFORMANCE ASSESSMENTS**

The mainstay of the Occupational Safety and Health division of NSSA is to promote occupational safety and health in the workplace. One such promotional programme is a national competition in occupational safety and health excellence which organizations in the five sectors of the economy viz Agriculture and Forestry, Manufacturing, Mining, Commerce

and distribution and Construction voluntarily compete for OSH excellence in various categories. The OSH Promotion and Training Department spear heads the programme with its OSH Promotion Officers carrying out the performance assessments for the previous year.

**Table 7: Assessment of OSH performance (figures in brackets are re-assessments)**

| Region        | 2012 Target        | 2012 Actual      | 2011 Actual      | VAIENCE    | Per Cent Improvement |
|---------------|--------------------|------------------|------------------|------------|----------------------|
| Harare        | 680 – 820          | 892(9)           | 646 (10)         | 246        | 38.08                |
| Bulawayo      | 380 – 460          | 403(13)          | 421 (11)         | 36         | 8.20                 |
| Gweru         | 160 – 200          | 195(11)          | 239 (0)          | 44         | 18.41                |
| Mutare        | 160 – 200          | 260(0)           | 261 (0)          | 1          | 0.38                 |
| Masvingo      | 230 – 280          | 179(0)           | 174 (0)          | 5          | 1.91                 |
| Chinhoyi      | 160 – 200          | 191(7)           | 144(0)           | 47         | 27.01                |
| <b>Totals</b> | <b>1750 – 2100</b> | <b>2 120(40)</b> | <b>1 903(21)</b> | <b>217</b> | <b>11.40</b>         |

#### **Comments**

Overall, the sample assessed in 2012 was bigger by 11.40% when compared to that for 2011. A huge under performance was recorded in Gweru which was generally explained by the long absence of some officers while attending school. Organizations that fared well were rewarded at the Safety Awards dinner that concluded the SHAW conference in October 2012 (see 4.1.2.1.3 and 5.2.8).

### **7.1.4.8 SAFETY AWARDS FOR OSH PERFORMANCE IN 2012**

#### **A. National Awards**

##### **(i) Premier Shield (The Biggest Award)**

**First Prize;** : Gold went to Zimplats Processing Plant (Selous Metallurgical Complex)  
**Second Prize** : Silver went to Bitumen Construction Services.  
**Third Prize** : Bronze went to ZIMASCO Shurugwi

##### **(ii) Organization Most Improved in OSH**

The prize was won by Vumbachimwe Mine

##### **(iii) Employers' Confederation of Zimbabwe (EMCOZ) Shield**

The shield was won by Zimplats Processing Plant (Selous Metallurgical Complex)

##### **(iv) 3M Personal Protective Equipment (PPE) Shield**

The shield was won by Mbada Diamonds

##### **(v) Civil Engineering Contractors Shield**

The shield was won by Bitumen Construction Services

(vi) **PROVINCIAL AWARDS**

**Table 8:**

| REGION       | BRONZE                        | SILVER                  | GOLD AND SALESFORCE           |
|--------------|-------------------------------|-------------------------|-------------------------------|
| MASHONALAND  | Zimbabwe Phosphate Industries | Total Zimbabwe Limited  | Zimplats Processing Division  |
| MATEBELELAND | Blanket Mine                  | How Mine                | Bitumen Construction Services |
| MIDLANDS     | Zimchem Refineries            | Haggie Rand-Kwekwe      | Zimasco-Shurugwi              |
| MANICALAND   | Nil                           | Manica Boards and Doors | Redwing Mine                  |
| MASVINGO     | Murowa Diamonds               | Mimosa mine             | Hippo Valley Estates          |

(v) **SECTORAL AWARDS**

**Table 9:**

| SECTOR                    | REGION       | BRONZE                   | SILVER                      | GOLD                                   |
|---------------------------|--------------|--------------------------|-----------------------------|----------------------------------------|
| AGRICULTURE AND FORESTRY  | MASHONALAND  | Nil                      | Nil                         | Nil                                    |
|                           | MATEBELELAND | Nil                      | Nil                         | Nil                                    |
|                           | MANICALAND   | Nil                      | Nil                         | Nil                                    |
|                           | MASVINGO     | Nil                      | THZ Mwenezi Estate          | Hippo Valley Estates                   |
|                           | MIDLANDS     | Nil                      | Nil                         | Nil                                    |
|                           |              |                          |                             |                                        |
| MINING AND QUARRYING      | MASHONALAND  | Nil                      | Nil                         | Nil                                    |
|                           | MATEBELELAND | Vubhachikwe Mine         | Blanket Mine                | Metallion Gold Zim - How Mine          |
|                           | MIDLANDS     | Nil                      | Nil                         | ZimascoShurugwi                        |
|                           | MANICALAND   | Marange Resource Pvt Ltd | Mbada Diamonds              | Redwing Mine (Metallion Gold Zimbabwe) |
|                           | MASVINGO     | Nil                      | Murowa Diamonds             | Mimosa Mine                            |
|                           |              |                          |                             |                                        |
| COMMERCE AND DISTRIBUTION | MASHONALAND  | Nil                      | Tobacco Processors Zimbabwe | Total Zimbabwe Limited                 |
|                           | MATEBELELAND | Nil                      | Nil                         | Delta Beverages Transport Services     |
|                           | MIDLANDS     | Nil                      | Nil                         | Nil                                    |
|                           | MASVINGO     | Nil                      | Nil                         | Nil                                    |

|                           |              |                           |                               |                                      |
|---------------------------|--------------|---------------------------|-------------------------------|--------------------------------------|
|                           | MANICALAND   | Nil                       | Total Zimbabwe Pvt Ltd        | Zuva Petroleum                       |
|                           |              |                           |                               |                                      |
| BUILDING AND CONSTRUCTION | MASHONALAND  | Nil                       | Nil                           | Nil                                  |
|                           | MATEBELELAND | Nil                       | Nil                           | Bitumen Construction Services        |
|                           | MIDLANDS     | Nil                       | Nil                           | Nil                                  |
|                           | MASVINGO     | Nil                       | Nil                           | Newbase Construction and Engineering |
|                           | MANICALAND   | Nil                       | Nil                           | Nil                                  |
|                           |              |                           |                               |                                      |
| MANUFACTURING             | MASHONALAND  | Lafarge                   | Zimbabwe Phosphate Industries | Zimplats Process Division            |
|                           | MATEBELELAND | Nil                       | Nil                           | Nil                                  |
|                           | MIDLANDS     | Sable chemical Industries | Zimchem Refineries            | Haggie Rand-Kwekwe                   |
|                           | MANICALAND   | Nil                       | Nil                           | Manica Boards and Doors              |
|                           | MASVINGO     | Nil                       | Nil                           | Nil                                  |

#### 7.1.5 **REVENUE GENERATED THROUGH OSH PROMOTIONAL ACTIVITIES**

##### 7.1.5.1 **OSHEMAC**

**Table 10: OSHEMAC Revenue**

| REGION       | NO. OF PAYING STUDENTS | INCOME 2012    | INCOME 2011    |
|--------------|------------------------|----------------|----------------|
| Harare       | 189                    | 79 350         | 49 990         |
| Bulawayo     | 198                    | 83 800         | 52 080         |
| <b>Total</b> | <b>387</b>             | <b>163 950</b> | <b>102 070</b> |

#### **Comments**

In the year under review, OSHEMAC revenue exceeded that of 2011 by 60.63% and this was very good performance. This result was influenced by an increase in the number of students on the course in 2012.

### 7.1.5.2 REVENUE GENERATED AT REGIONAL LEVEL

**Table 11:**

| Region        | Year 2012<br>US\$ | Previous Year 2011<br>US\$ | VARIANCE<br>US\$ | PER CENT<br>IMPROVEMENT |
|---------------|-------------------|----------------------------|------------------|-------------------------|
| Harare        | 24,410.00         | 10,927.00                  | 13,483.00        | 123.39                  |
| Bulawayo      | 20,237.00         | 14,280.00                  | 18,809.00        | 131.71                  |
| Gweru         | 12,030.00         | 10,716.00                  | 1,314.00         | 10,716.00               |
| Mutare        | 8,447.00          | 4,145.00                   | 4,145.00         | 100.00                  |
| Masvingo      | 3,034.00          | 5,614.00                   | -2,580.00        | - 45.95                 |
| Chinhoyi      | 11,146.00         | 5,919.00                   | 5,227.30         | 88.31                   |
| <b>Totals</b> | <b>79,304.30</b>  | <b>51,601.00</b>           | <b>27,703.30</b> | <b>53.68</b>            |

#### **Comments**

There was a remarkable increase on revenue of 36%.

### 7.1.5.3 REVENUE FROM ALL OSH PROMOTIONAL ACTIVITIES

**Table 12: Revenue from Promotional Activities**

| ACTIVITY                   | Harare<br>\$   | Bulawayo<br>\$ | Gweru<br>\$   | Mutare<br>\$ | Msving<br>o<br>\$ | Chinhoyi<br>\$ | Head<br>Office \$ | Total<br>\$    |
|----------------------------|----------------|----------------|---------------|--------------|-------------------|----------------|-------------------|----------------|
| Promotions                 | 24 410         | 20 237         | 12 030        | 8 447        | 3 034             | 11 146         | -                 | 79 304         |
| OSHEMAC                    | 79 350         | 83 800         | -             | -            | -                 | -              | -                 | 163 950        |
| W/shops<br>and<br>seminars | -              | -              | -             | -            | -                 | -              | 133 600           | 133 600        |
| SHAW<br>Conference         | -              | -              | -             | -            | -                 | -              | 91 350            | 91 350         |
| <b>Total</b>               | <b>103 760</b> | <b>104 137</b> | <b>12 030</b> | <b>8 447</b> | <b>3 034</b>      | <b>11 146</b>  | <b>224 950</b>    | <b>467 504</b> |

#### **Comments**

It was not all OSH promotional activities that attracted an income. However, those that did contributed significantly at nearly half a million dollars towards meeting budgetary requirements.

#### 7.1.6. **HUMAN RESOURCES IN THE OSH PROMOTION AND TRAINING DEPARTMENT**

**Table 13: Human Resources**

| Staff                         | Establishment | Strength  | VARIANCE |
|-------------------------------|---------------|-----------|----------|
| Manager                       | 1             | 1         | 0        |
| Secretary                     | 0             | 1         | +1       |
| Training Officers             | 2             | 2         | 0        |
| <b>OSH Promotion Officers</b> |               |           |          |
| Region                        |               |           |          |
| Harare                        | 11            | 9         | -2       |
| Bulawayo                      | 7             | 7         | 0        |
| Gweru                         | 3             | 2         | -1       |
| Masvingo                      | 4             | 3         | -1       |
| Mutare                        | 2             | 2         | 0        |
| Chinhoyi                      | 2             | 2         | 0        |
| <b>TOTAL</b>                  | <b>32</b>     | <b>29</b> | <b>3</b> |

#### **Comments**

The Human Resources situation was reasonably good even though there were a few positions that remained vacant in the year under review.

#### 7.1.7 **OSH TRAINING**

The following courses were conducted in 2012:

##### 7.1.7.1 **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\$163 950 in revenue. The number of participants to the courses generally increased to 387 paying 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.

##### 7.1.7.2 **NSSA Doctor's X-ray Reading Course**

The course was conducted for Medical Doctors at the Holiday Inn in November 2013 and attracted 13 paying Medical Doctors only. The course raised US\$5 850 in revenue against total expenditure of \$6 311 thereby making a loss of \$461. A review of the course would be carried out in 2013 and if attendance continues to plummet, the course would be biennial.

##### 7.1.7.3 **Occupational Health Nurses Course**

The course was held at the Holiday Inn in July 2012 and was oversubscribed with 54 participants who raised an income of \$21 600.



## 7.2 **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.

### 7.2.1 **HUMAN RESOURCES IN THE OSH INSPECTORATE DEPARTMENT**

**Table 14: Human Resources**

|                                     |                               | Establishment | Strength  | VARIANCE |
|-------------------------------------|-------------------------------|---------------|-----------|----------|
| <b>Chief Inspector of Factories</b> |                               | 1             | 1         | 0        |
| <b>Secretary</b>                    |                               | 1             | 1         | 0        |
| <b>Manager</b>                      |                               | 1             | 1         | 0        |
| <b>Mechanical</b>                   | <b>Engineering Inspectors</b> | 17            | 15        | 2        |
| <b>Electrical</b>                   | <b>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> |                               |               |           |          |
| Region                              | POSITION                      | ESTABLISHMENT | STRENGTH  | VARIANCE |
| <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> |

### **Comments**

The vacant posts were advertised and recruitment process was in progress by the close of the year under review.

## **7.2.2 Development Plans**

**Table 15:**

| Region              | Plans Processed | Revenue US\$      |
|---------------------|-----------------|-------------------|
| Harare              | 30              | 36,244.00         |
| Bulawayo            | 17              | 5,402.00          |
| Gweru               | 22              | 19,467.00         |
| Mutare              | 11              | 4,248.00          |
| Masvingo            | 17              | 17,044.00         |
| Chinhoyi            | 2               | 2,765.00          |
| <b>Total (2012)</b> | <b>99</b>       | <b>85,170.00</b>  |
| <b>2011</b>         | <b>65</b>       | <b>100,525.00</b> |

### **Comments**

There was a 2% increase in the number of new development plans compared to last year. Factory addition submissions also increased by 320% from last year's figure. Revenue decreased by 15% from last year's figure implying that the number of the capital projects this year though many were of low total monetary value due to their size and nature. What is of significance is the increase in the level of awareness and the sound working relationship with the local authorities in dual approval. The submissions were from all sectors of the economy with highest revenue received from Harare (43%), followed by Gweru (23%) and Masvingo (20%). The following sectors topped the list of developmental projects:- food industry, timber processing, brick moulding, automotive, tobacco, fuel industry, cotton, furniture, general engineering, fertilizer manufacturing and warehousing.

### 7.2.3 Factory Registrations and Closures

**Table 16:**

| Region              | Factories Registered | Factory Closure | Total No. of Factories In use | No. of New Employees | Affected Workers | Revenue US\$     |
|---------------------|----------------------|-----------------|-------------------------------|----------------------|------------------|------------------|
| Harare              | 291                  | 20              | 3 569                         |                      |                  | 35,400.00        |
| Bulawayo            | 41                   | 4               | 1 330                         |                      |                  | 4,800.00         |
| Gweru               | 21                   | 20              | 562                           |                      |                  | 2,350.00         |
| Mutare              | 22                   | 52              | 436                           |                      |                  | 2,600.00         |
| Masvingo            | 21                   | 22              | 272                           |                      |                  | 2,100.00         |
| Chinhoyi            | 19                   | 6               | 323                           |                      |                  | 2,200.00         |
| <b>Total (2012)</b> | <b>415</b>           | <b>97</b>       | <b>6 492</b>                  |                      |                  | <b>49,450.00</b> |
| <b>2011</b>         | <b>142</b>           | <b>14</b>       | <b>6 209</b>                  | <b>0</b>             | <b>0</b>         | <b>17,400.00</b> |

#### Comments

The new factory registrations were three (3) times more than last year's figure. Closures were seven (7) times more than last year. Seventy percent (70%) of the registrations were in Harare followed by Bulawayo with 9, 9%. Factory closures affected all regions with the highest coming from Mutare, Masvingo, Harare and Gweru respectively. The increased number of registrations is a sign of growth in the economy and the sectors affected were food processing, automotive, general engineering, timber processing, textile, brick moulding, packaging, printing, chrome processing, milling and chemical manufacturing. The closures affected mostly the food industry, general engineering, automotive, timber and furniture industry. The net effect was positive in favor of registrations. Closures were only 23% of the registrations achieved this year.

### 7.2.4 Factory Inspections

**Table 17:**

| Region             | Complete Inspections | Special Inspections | Complying  | Non Complying |
|--------------------|----------------------|---------------------|------------|---------------|
| Harare             | 2 159                | 190                 | 198        | 1 946         |
| Bulawayo           | 761                  | 23                  | 11         | 771           |
| Gweru              | 245                  | 8                   | 7          | 224           |
| Mutare             | 534                  | 6                   | 4          | 534           |
| Masvingo           | 332                  | 7                   | 45         | 284           |
| Chinhoyi           | 254                  | 59                  | 54         | 239           |
| <b>Total(2012)</b> | <b>4 285</b>         | <b>293</b>          | <b>319</b> | <b>3 998</b>  |
| <b>2011</b>        | <b>1 748</b>         | <b>89</b>           | <b>107</b> | <b>1 686</b>  |

#### Comments

The department made a commendable achievement. Factory inspections were 2, 5 times last year's figure. The total number of inspections was 4 578 a record set since the dollarization of the economy. The 2012 strategic plan base target was surpassed by 71%. The department carried

out a factory registration blitz in Harare which realised more than 500 factory visits in two weeks. The positive impact of the blitz was 11% of the annual achievement in two weeks. The strategy was however adopted for year 2013 and beyond.

The highest number of factory inspections was realized in Harare with 51%, followed by Bulawayo 17% and Mutare 11,8%. The increased inspections revealed an average non-compliance of 90% which is disturbing needing effective strategies in 2013. Some of the unsafe trends noted for action were:- Occupation of unregistered premises, Use of unguarded machinery, Use of substandard electrical installations, Unprotected dangerous openings, pits, trap holes and elevated workplaces, Failure to carryout requisite medical examinations, Lack of provision of PPC/E, Use of incompetent machine operators, Lack of worker supervision, Failure to submit factory plans for approval (illegal structures), Poor ventilation, Excessive noise and dust, Poor lighting, Use of uninspected equipment and failure to report accidents and non-appointment of responsible persons for machinery maintenance.

#### 7.2.5 **Building and Construction**

**Table 18:**

| Region              | No. of Sites | Inspections |
|---------------------|--------------|-------------|
| Harare              | 20           | 48          |
| Bulawayo            | 9            | 31          |
| Gweru               | 5            | 44          |
| Mutare              | 19           | 36          |
| Masvingo            | 3            | 26          |
| Chinhoyi            | 1            | 1           |
| <b>Total (2012)</b> | <b>51</b>    | <b>186</b>  |
| <b>2011</b>         | <b>51</b>    | <b>179</b>  |

#### **Comments**

Construction site inspections increased by 4% from last years' figures non-compliance remained a setback at 89% needing increased visitations in 2013. Although improvement notices and prohibition orders were issued the level of awareness on scaffolding and excavation safety is still low needing increased visitations in 2013. The highest inspections came from Harare, Gweru and Mutare respectively. There are more construction projects in Harare than any other region and an increased number of inspections is expected in year 2013. The strategic plan base target was 73% completed. Particular attention will be paid to curb non-compliance. Some of the trends noted were:- unsafe scaffolding, use of uninspected equipment, poor excavation works, substandard lifting equipment, lack of provision of PPC & E, poor worker supervision, use of substandard electrical installations, unsafe gear, heavy manual lifting, bad housekeeping, poor sanitation and welfare facilities, lack of notifications and absence of dust suppression systems.

## 7.2.6 Boilers

**Table 19:**

| Region             | New Reg.  | Discarded | Total Temp. Out of use | Total in Use | Inspections |            | Com*       | Revenue           |
|--------------------|-----------|-----------|------------------------|--------------|-------------|------------|------------|-------------------|
|                    |           |           |                        |              | Int./ Ext.  | Hyd.       |            |                   |
| Harare             | 8         | 17        | 812                    | 3 266        | 350         | 78         | 129        | 118,590.00        |
| Bulawayo           | 1         | 2         | 279                    | 201          | 156         | 41         | 55         | 50,840.00         |
| Gweru              | 0         | 0         | 261                    | 34           | 32          | 13         | 22         | 25,500.00         |
| Mutare             | 0         | 0         | 521                    | 91           | 64          | 29         | 50         | 47,140.00         |
| Masvingo           | 5         | 0         | 2                      | 58           | 35          | 19         | 27         | 34,100.00         |
| Chinhoyi           | 1         | 7         | 64                     | 268          | 15          | 8          | 12         | 13,400.00         |
| <b>Total(2012)</b> | <b>15</b> | <b>26</b> | <b>1 938</b>           | <b>3 918</b> | <b>652</b>  | <b>188</b> | <b>295</b> | <b>289,570.00</b> |
| <b>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> |

### Comments

The target for the year was missed by 35% although there was a 29% increase in the number of boiler inspections this year as compared to last year's achievement. The regional contributions were Harare (49%); followed by Bulawayo with 22%, Mutare (13%); Masvingo (7%); Gweru (6%) and Chinhoyi (3%). Revenue generated also increased by 3% from last year's figure with the highest coming from Harare (41%), Bulawayo (18%), Mutare (16%), Masvingo (12%), Gweru (9%) and Chinhoyi (4%). The farm boiler identification exercise contributed to the rise in the number of inspections this year. Noncompliance stood at 55% and some of the notable trends were:- Illegal importation of boilers, Use of unregistered boilers especially at the farms, Steam leaks due to poor maintenance, Poor boiler preparation for inspection, Cracked tube ends and flue extension ring, Use of substandard boiler fittings, Lack of effective water treatment causing overheating and corrosion, Failure to maintain boiler log books, Illegal repairs to boiler pressure parts.

## 7.2.7 Elevators

**Table 20:**

| Region              | New Reg.  | Discarded | Temp. Out of Use | Total in Use | Inspections | Revenue US\$      |
|---------------------|-----------|-----------|------------------|--------------|-------------|-------------------|
| Harare              | 22        | 0         | 50               | 917          | 582         | 126,930.00        |
| Bulawayo            | 0         | 0         | 84               | 196          | 75          | 20,060.00         |
| Gweru               | 0         | 0         | 29               | 31           | 47          | 1,400.00          |
| Mutare              | 0         | 0         | 10               | 19           | 19          | 3,880.00          |
| Masvingo            | 0         | 0         | 0                | 0            | 4           | 480.00            |
| Chinhoyi            | 0         | 0         | 0                | 0            | 1           | 160.00            |
| <b>Total (2012)</b> | <b>22</b> | <b>0</b>  | <b>173</b>       | <b>1 163</b> | <b>728</b>  | <b>152,910.00</b> |
| <b>2011</b>         | <b>7</b>  | <b>0</b>  | <b>162</b>       | <b>1 164</b> | <b>311</b>  | <b>85,190.00</b>  |

### Comments

Elevator and escalator inspections increased by 234% and revenue by 179% compared to last year. Harare constituted 80% of the inspections followed by Bulawayo and Gweru with 10% and 6% respectively. Harare contributed 83% of the revenue realized by the department. Elevators temporarily out of use were also verified and status updated in F.E.4. registers. Seventy nine percent of the annual target was achieved. The challenge remained with compliance rate which stood at 33% on an average.

#### 7.2.8 Certificate Renewal

**Table 21:**

| Region              | Black      | Blue       | Red        | Total      | Revenue US\$      |
|---------------------|------------|------------|------------|------------|-------------------|
| Harare              | 122        | 52         | 79         | 133        | 46,400.00         |
| Bulawayo            | 109        | 26         | 38         | 110        | 27,500.00         |
| Gweru               | 75         | 9          | 15         | 62         | 13,150.00         |
| Mutare              | 133        | 13         | 26         | 172        | 23,300.00         |
| Masvingo            | 82         | 15         | 8          | 75         | 13,200.00         |
| Chinhoyi            | 94         | 7          | 14         | 94         | 15,000.00         |
| <b>Total (2012)</b> | <b>615</b> | <b>122</b> | <b>180</b> |            | <b>138,550.00</b> |
| <b>2011</b>         | <b>410</b> | <b>81</b>  | <b>145</b> | <b>636</b> | <b>83,390.00</b>  |

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

#### Comments

The annual factory registrations increased by 44% from last year's achievement and revenue also increased by 66%. The highest number of registrations were from Harare (28%), Bulawayo (18%), Mutare (18%) and Chinhoyi (12%) so as the revenue. The base target of the strategic plan was not. The department will employ new strategies including a blitz to ensure compliance in future. It has been seen that since year 2009 the annual registrations are on an upward trend and the effort is commendable.

#### 7.2.9 Meetings

**Table 22:**

| Region             | Meetings   | Inquiries  | Other      |
|--------------------|------------|------------|------------|
| Harare             | 155        | 56         | 180        |
| Bulawayo           | 53         | 21         | 0          |
| Gweru              | 40         | 4          | 27         |
| Mutare             | 82         | 28         | 26         |
| Masvingo           | 39         | 65         | 17         |
| Chinhoyi           | 30         | 0          | 0          |
| <b>Total(2012)</b> | <b>399</b> | <b>174</b> | <b>250</b> |
| <b>2011</b>        | <b>303</b> | <b>157</b> | <b>166</b> |

### **Comments**

Meetings and visits held were more than last year by 32%. The increased interaction with stakeholders improved the partnership in promoting a preventive safety and health culture at work. The department is looking forward to a significant reduction in loss producing incidents in year 2013.

## **7.3 OCCUPATIONAL HEALTH SERVICES (OHS)**

The year had a significant drop in the number of pneumoconiosis applications received compared to 2011. This was due to the cyclical nature of the certificate validity system. Consequently, less certificates were issued and processed in comparison to the previous year.

### **7.3.1 HUMAN RESOURCES IN THE OHS DEPARTMENT**

**Table 23: Human Resources**

| JOB                                    | ESTABLISHMENT | STRENGTH | VARIANCE |
|----------------------------------------|---------------|----------|----------|
| Medical Officer of Occupational Health | 1             | 1        | 0        |
| Secretary                              | 1             | 1        | 0        |
| Medical Bureau Doctors                 | 4             | 4        | 0        |
| Nursing Officers                       | 3             | 3        | 0        |
| Medical Bureau Clerks                  | 10            | 9        | 1        |
| Total                                  | 19            | 18       | 1        |

### **Comments**

The department is still short of one Bureau Clerk to reach 100% staff compliment.

### **7.3.2 Workplace Activities**

**Table 24:**

| ACTIVITY                          | NORTHERN REGION | SOUTHERN REGION | TOTALS |
|-----------------------------------|-----------------|-----------------|--------|
| Clinic Audits                     | 86              | 79              | 165    |
| Occupational Health Inspections   | 62              | 130             | 192    |
| New Industrial Clinics Registered | 6               | 2               | 8      |

### **Comments**

The registration of 8 new industrial clinics was good news to the extension of Occupational Health Services to the workplace. Consequently attention to workers' health needs is expected to improve.

### 7.3.3 Pneumoconiosis Analysis By Sector

**Table 25:**

| ORGANIZATION           | SECTOR        | ACTIVE MINERAL/<br>PRINCIPAL MINERAL | NUMBER OF<br>CASES<br>IDENTIFIED |
|------------------------|---------------|--------------------------------------|----------------------------------|
| Redwing Mine           | Mining        |                                      | 2                                |
| Shamva Mine            | Mining        | Gold & Silica dust                   | 4                                |
| Vumbachikwe Mine       | Mining        | Gold & Silica dust                   | 1                                |
| Falcon Gold Mine       | Mining        | Gold & Silica dust                   | 1                                |
| Mazoe Mine             | Mining        | Gold & Silica dust                   | 1                                |
| All Metal Foundries    | Manufacturing | Silica dust                          | 1                                |
| Acturus Mine           | Mining        | Gold& Silica dust                    | 1                                |
| Zimbabwe Power Company | Manufacturing | Coal and coal dust                   | 1                                |
| <b>TOTAL</b>           |               |                                      | <b>12</b>                        |

#### **Comments**

Mining operations (Gold) dominated the number of cases. It can be assumed that the majority of pneumoconiosis is Silicosis although capacity to scientifically conclude as such was limited.

### 7.3.4 Accounts Audited Per Region

**Table 26:**

| REGION        | ACCOUNTS<br>AUDITED | AMOUNT<br>CLAIMED \$ | AMOUNT<br>AUDITED \$ | SAVINGS<br>\$   |
|---------------|---------------------|----------------------|----------------------|-----------------|
| Harare        | 635                 | 7,943.20             | 7,804.00             | 139.20          |
| Mutare        | 663                 | 9,474.76             | 8,926.23             | 548.53          |
| Chinhoyi      | 282                 | 4,048.78             | 3,667.87             | 380.91          |
| Bulawayo      | 569                 | 8,398.00             | 8,398.00             | 288.00          |
| Masvingo      | 130                 | 23,209.80            | 19,920.50            | 3,289.30        |
| Gweru         | 41                  | 16,454.00            | 13,756.00            | 2,698.00        |
| <b>Totals</b> | <b>2 320</b>        | <b>69,528.54</b>     | <b>62,472.60</b>     | <b>7,343.94</b> |

#### **Comments**

The audit of these accounts saved \$7 343.94 in over charges to Workers Compensation Insurance Fund (WCIF) by industrial clinics. The level of overcharging may imply low level of awareness on procedures.



### 7.3.5 Medical Bureau Activities Summary

**Table 27:**

| ACTIVITY                                                                 | YEAR 2012      | PREVIOUS YEAR 2011 |
|--------------------------------------------------------------------------|----------------|--------------------|
| Medical Certificate of Fitness Applications received                     | 16 216         | 25 010             |
| Pneumoconiosis x-rays processed                                          | 19 797         | 21 769             |
| Pneumoconiosis Medical Certificates issued                               | 16 482         | 19 302             |
| Pneumoconiosis cases identified                                          | 12             | 18                 |
| Number of cases deferred                                                 | 2 959          | 2 045              |
| Monetary Value of Pneumoconiosis certificate application received (US\$) | 162,160.00     | 250,100.00         |
| Monetary Value of Pneumoconiosis certificate application received (ZAR)  | -              | -                  |
| Bureau Meetings                                                          | 153            | 177                |
| Bureau Related Payments (Expenses) (US\$)                                | 61,690.00      | 69,466             |
| <b>Revenue after paying Medical Bureau Doctors</b>                       | <b>100 470</b> | <b>180,634</b>     |

### 7.4 RESEARCH AND DEVELOPMENT

The year 2012 primarily focused on the following;

- (a) Research projects on:-
  - (i) Evaluation of social dialogue on Occupational Safety and Health (OSH) delivery at the workplace in Zimbabwe.
  - (ii) Evaluation of Occupational Safety and Health (OSH) management systems in analytical and biological laboratories in Zimbabwe.
- (b) Occupational Hygiene measurements
- (c) Ergonomic Risk Assessments
- (d) Developing procedures on Ergonomic risk assessments
- (e) Compilation of articles and the publication of the On-Guard Magazine.
- (f) OSHEMAC Training.
- (g) Preparation and presentation of papers at workshops, seminars and conferences.

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

**Table 28:**

|                                        | ESTABLISHMENT | STRENGTH | VARIANCE |
|----------------------------------------|---------------|----------|----------|
| Chief Research and Development Officer | 1             | 1        | 0        |
| Secretary                              | 1             | 1        | 0        |
| Central Information                    | 1             | 1        | 0        |

|                                        |          |          |          |
|----------------------------------------|----------|----------|----------|
| Service (CIS) Cleark                   |          |          |          |
| Principal Hygiene and Research Officer | 1        | 1        | 0        |
| Ergonomist                             | 1        | 1        | 0        |
| <b>Total</b>                           | <b>5</b> | <b>5</b> | <b>0</b> |

#### 7.4.2 RESEARCH PROJECTS

##### 7.4.2.1 Evaluation of Social Dialogue on Occupational Safety and Health (OSH) delivery at the workplace in Zimbabwe.

An evaluative study of social dialogue on Occupational Safety and Health (OSH) in the workplace was conducted from February to June 2012. The study focused on:

- (a) Assessing the form of structures in place to facilitate social dialoguing at national and enterprise level in Zimbabwe.
- (b) Determining the extent of industrial distribution of OSH Committees in 6 geographical Operational regions of the National Social Security Authority (NSSA).
- (c) Projecting possible impact of such social dialoguing and activities thereof on OSH delivery at Workplace.

The study also sought to establish whether establishments with OSH Committees demonstrate good OSH practices through establishment of comprehensive OSH programmes. The study retrospectively reviewed data and other information materials pertaining to the Zimbabwe Occupational Health and Safety Council (ZOHSC) activities and programmes. Industrial assessment results of 2010 based on the industrial assessment protocol administered to workplaces in 2011 were extensively analysed with respect to the element dealing with OSH Committees with a view to establish whether establishments with OSH Committees can be considered to be demonstrating good OSH practices or otherwise.

A random snap shot survey was also targeted on at 30 establishments using a structured questionnaire with a view to appreciate social dialogue practices and processes at these selected establishments.

The results show that at national level, the main vehicle of social dialogue on OSH is the Zimbabwe Occupational Health and Safety Council (ZOHSC), a tripartite body comprising of government, labour and employer representatives and such a body has provided a framework upon which tripartite constituencies view OSH with a common approach and understanding. It has also been observed that ZOHSC has facilitated the formulation and development of the current national policy on OSH, however such a policy has not received the targeted 5 year reviews on time. It has also been observed that, while ZOHSC has facilitated and motivated for the ratification of 6 key OSH conventions, social dialogue on OSH legal reforms which started way back in 1994 has failed to deliver a new OSH legal framework although signs indicate that the reform will occur sooner than later. Social dialogue, through ZOHSC has nevertheless played a role in the development of OSH training and being pivotal in increasing awareness on OSH issues.

At enterprise level, it has been observed that the establishment of the OSH Committees provides a framework for social dialoguing between employer and employees. However, the distribution of the OSH Committees in major industries is quite low, with only 15% of establishments evaluated in 2011 considered to have functional committees. Furthermore, only 37% of establishments considered to have safety and health committees were observed to have functional OSH systems, meaning that 63% of establishments while having OSH committees do not have OSH systems within which such committees are expected to operate, thus further suggesting that social dialogue processes are quite weak in most industries.

The high Injury Frequency Rates (IFRs) greater than 1 exhibited between 2008 and 2011 may also suggest that social dialogue processes are not strong enough to influence reduction of accidents at workplaces. It is therefore recommended that;

- (i) The Zimbabwe Occupational Health and Health Council (ZOHSC) be strengthened through legislation which provides for tripartite arrangements to be recognized legally.
- (ii) Establishments be compelled, through legislation, to establish and implement a systems approach to OSH management which systems should in turn give impetus to the establishment of effective social dialogue structures in the form of OSH Committees.
- (iii) The systems approach to OSH management be promoted widely in all major industrial sectors with a view to encourage the embracement of such systems which in turn will give effect to increased presence of OSH Committees at workplaces.
- (iv) OSH Committees need to be formally appointed, properly constituted with respect to management and worker representatives, balance of power properly configured to allow worker representative to assume secretarial role, while management assumes the chair.
- (v) NSSA OSH Promotion should endeavour to preside with more vigour over the establishment of OSH Committees at workplaces in order to give guidance on the composition, roles of such committees and ensure their effectiveness in discharging their mandate.

Implementation of these recommendations will help improve institutionalise social dialogue at workplaces and OSH performance at workplaces.

#### **7.4.2.2 Evaluation of Occupational Safety and Health (OSH) systems in analytical and biological laboratories in Zimbabwe.**

A study to assess occupational safety and health (OSH) systems and practices in analytical and biological laboratories was undertaken from July to December 2012. The key objective of the study was to identify and determine the form, if any, of OSH systems in analytical and biological laboratories and suggest areas of improvement to prevent exposure to laboratory hazards and risks.

The study employed a cross-sectional survey approach in which data was collected using a structured questionnaire over a period of about 5 months.

A total of 36 biological and analytical laboratories were identified with 16 of these being analytical, while 20 were biological in nature. All the analytical laboratories were assessed while 75% of biological (15/20) laboratories were assessed.

The results for this study suggest lack of a systematic approach to OSH management, with most laboratories showing weak policies or no policies at all. Of the assessed laboratories, 67% (10/15) of biological and 69% (11/16) of analytical laboratories had some form of written OSH policies. However of the 10 biological labs which had written OSH policies, 7 labs were considered to have procedures to support the policies and of the 11 analytical labs with OSH policies, only six were noted to have procedures to guide implementation of the policy. This suggests that some policies in some of these labs could just be for window dressing.

While chemical safety appears to be generally satisfactory with respect to chemical segregation, storage of chemicals, conditions of chemical containers and existence of fume hoods and bio-safety cabinets, the lack of planned maintenance and servicing of fume hoods and bio-safety cabinets has been of concern. Only 12% and 38% of analytical and biological laboratories respectively showed regular servicing of fume hoods and bio-safety cabinets.

Emergency preparedness and response planning was only evident in 20% of biological laboratories and 19% of analytical laboratories assessed. While firefighting equipment was available in 73% of biological laboratories and 63% of analytical laboratories, functionality of firefighting equipment was doubtful as most equipment was out of service, with some by more than 10 years.

These results suggest and reflect low levels of awareness and understanding of OSH issues in laboratory work in Zimbabwe. Lack of resources as shown by lack of specific budgetary provision, coupled with lack of management commitment to OSH is suggestive of the generally poor OSH practices observed in the laboratories.

It is therefore recommended that:-

- (a) Laboratories need to develop and implement specific and focussed OSH policies to guide accidents and disease prevention in laboratories. Furthermore, a systems approach to OSH management should be adopted by all laboratories to give more comprehensive coverage of OSH issues in laboratories.
- (b) National Social Security Authority (NSSA) should carry out awareness and promotional programmes targeted at laboratories as understanding and awareness of OSH issues in laboratories was observed to be limited.
- (c) NSSA should develop OSH laboratory guidelines or standards, which guidelines or standards should culminate into a regulation to help give impetus to a culture of OSH and accident prevention in laboratories.
- (d) Laboratories should train their personnel on OSH management and practices. Short-term courses as that offered by NSSA such as Occupational Safety, Health and Environmental Management Course (OSHEMAC) could be good starting point to capacitate laboratories with skills and knowledge to develop and implement effective OSH programmes.

#### 7.4.3 **OCCUPATIONAL HYGIENE MEASUREMENTS**

Occupational hygiene measurements focused on noise, light, heat and dust. Below is a summary of occupational hygiene parameters and establishments done for the period under review and the previous year 2011.

**Table 29: Measurements**

| Measured Occupational Hygiene Elements | Establishments Surveyed 2012 | Establishments Surveyed 2011 |
|----------------------------------------|------------------------------|------------------------------|
| Dust                                   | 9                            | 7                            |
| Heat                                   | 5                            | 4                            |
| Noise                                  | 16                           | 10                           |
| Lighting                               | 2                            | 2                            |

#### **Comments**

There was a general increase in occupational hygiene surveys carried out in 2012 compared to 2011 except those for noise which remained constant. 18 establishments had occupational hygiene measurements done in 2012 compared to 15 achieved in 2011, indicating an increase of 16.7%.

#### 7.4.4 **ERGONOMIC RISK ASSESSMENTS**

Ergonomic Risk Assessment was carried out at 4 establishments namely NSSA (x2), CAFCA, Total Zimbabwe Bulawayo and Bindura Nickel Corporation compared to 3 establishments done in 2011.

The ergonomic risk assessments done have shown that ergonomics should be widely promoted in order to mitigate against ergonomic risk factors which have a serious impact on employee's health.

The following operational procedures were developed during the period under review:

- (a) Rapid Upper Limb Assessment
- (b) Rapid Entire Body Assessment
- (c) Rapid office Strain Assessment
- (d) Office Checklist
- (e) Quick Exposure Check
- (f) Manual Assessment Charts
- (g) Moore-Garg Strain Index

It is expected that in 2013, these fully packaged ergonomic risk assessment tools will guide implementation of ergonomic assessments at various workplaces.

#### 7.4.5 **PUBLICATION OF THE ON-GUARD MAGAZINE: AN AID TO OCCUPATIONAL SAFETY AND HEALTH**

Two issues of the On-Guard magazine were produced in 2012, Volume 18 No. 1 June 2012 and Volume 18 No. 2, December 2012. These issues featured important topics which included a research on Evaluation of the safety and health systems in the sewage treatment works and sewerage reticulations in selected municipalities in Zimbabwe. Other topics covered included:-

- (a) Investing in safe engineering improves economic performance and raises standard of living in society.
- (b) Occupational safety and health performance January to December 2011: incidence rates.
- (c) Transforming OSH culture with visible felt leadership.
- (d) “Employee wellness programmes:” A paradigm shift on total on and offsite safety management.

#### 7.4.6 **STATISTICAL SUMMARY OF RESEARCH AND DEVELOPMENT ACTIVITIES**

**Table 30:**

| NO. | ACTIVITIES                           | 2012                                                                                                                                                                                                                                                                                        | 2011                                                                                                                                                                                                                                                                                                     |
|-----|--------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.  | OSH research projects                | Two (2) researches done:<br><br>(a) Evaluation of social Dialogue on Occupational Safety and Health (OSH) delivery at the workplace in Zimbabwe.<br><br>(b) Evaluation of Occupational Safety and Health (OSH) systems and practices in analytical and biological laboratories in Zimbabwe. | Two (2) researches done:<br><br>(a) Critical analysis of accident causes in basic metal production and metal fabrication industries in Zimbabwe.<br><br>(b) Evaluation of safety and health systems and programmes in the sewage treatment works and sewer lines in selected Municipalities in Zimbabwe. |
| 2.  | Occupational Hygiene Measurements    | 18 Establishments done.                                                                                                                                                                                                                                                                     | 15 Establishments done.                                                                                                                                                                                                                                                                                  |
| 3.  | Ergonomic Risk Assessment            | 4 Establishments done.                                                                                                                                                                                                                                                                      | 3 establishments done.                                                                                                                                                                                                                                                                                   |
| 4.  | Publication of the On-Guard magazine | Two issues published i.e June and December 2012 issues of the On-Guard – An aid to OSH.                                                                                                                                                                                                     | Two issues published, June and December 2011 issues of the On-Guard – An aid to OSH                                                                                                                                                                                                                      |

|    |          |                                                             |                                                           |
|----|----------|-------------------------------------------------------------|-----------------------------------------------------------|
| 5. | Training | 21 OSHEMAC lectures done<br>13 external presentations done. | 19 OSHEMAC lectures done<br>9 external presentations done |
| 6. | Revenue  | US \$6587.50                                                | US \$6329.27                                              |

#### 7.4.7 **CIS INFORMATION SERVICES**

##### 7.4.7.1 **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.

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

The strategic objectives were:

- (a) To provide strategic data and information for effective management of OSH in Zimbabwe.
- (b) To continue to publish an improved On Guard magazine and increase its subscriber base
- (c) Increase the use of library services by both industry and NSSA staff
- (d) Assist in the training of OSH professionals

##### 7.4.7.3 **Success Indicators**

- (i) On time publication of the On Guard magazine
- (ii) Generation of reports, articles and publications and respond to requests from clients
- (iii) Effective management of information materials including books and films and videos.
- (iv) Increased membership and On Guard subscriber base.

##### 7.4.7.4 **Achievements**

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

##### 7.4.7.5 **Challenges**

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

#### 7.4.8 Comparative Analysis of 2011 and 2010 Performance

**Table 31:**

| VARIABLE                                    | Year 2012  | Year 2011 |
|---------------------------------------------|------------|-----------|
| Library books                               | 1477       | 1 475     |
| Library books borrowed                      | 80         | 60        |
| Library books returned                      | 53         | 52        |
| Material Safety Data Sheets (MSDS) requests | 8          | 8         |
| General requests                            | 187        | 168       |
| Organizations and individuals               |            |           |
| Periodicals received African News Letter    | 600        | 600       |
| NEWS letter distributed to industry         | 275        | 324       |
| News letter distribute to officers          | 145        | 155       |
| Library membership                          | 13         | 24        |
| Total number of films borrowed              | 18         | 34        |
| On Guard subscriptions                      | 12         | 23        |
| Income from On Guard magazine               | \$2,720.00 | \$635.00  |

### 8. OCCUPATIONAL INJURIES AND FATALITIES

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

**Table 32:**

| NSSA Region          | Worker Population 2012 | Injuries 2012     | LTIFR 2012  | Worker Population 2011 | Injuries 2011   | LTIFR 2011  | Variance 2012 vs 2011 |
|----------------------|------------------------|-------------------|-------------|------------------------|-----------------|-------------|-----------------------|
| Harare               | 1 012 495              | 2 014(45)         | 0.99        | 1 012 495              | 1368(26)        | 0.68        | 646(18)               |
| Bulawayo             | 119 900                | 1 382(17)         | 5.76        | 119 900                | 1301 (10)       | 5.53        | 81(5)                 |
| Gweru                | 53 289                 | 481(12)           | 4.51        | 53 289                 | 365(3)          | 3.42        | 116(-2)               |
| Mutare               | 53 289                 | 555(13)           | 5.21        | 53 289                 | 509(11)         | 4.78        | 46(2)                 |
| Masvingo             | 53 289                 | 254(3)            | 2.38        | 53 289                 | 256 (15)        | 2.40        | -2(-12)               |
| Chinhoyi             | 39 966                 | 455(17)           | 5.69        | 39 966                 | 359(10)         | 4.49        | 96(7)                 |
| <b>Totals</b>        | <b>1 332 228</b>       | <b>5 141(107)</b> | <b>1.93</b> | <b>1 332 228</b>       | <b>4158(75)</b> | <b>1.56</b> | <b>983(32)</b>        |
| <b>Standard LIFR</b> | <b>&lt;1</b>           |                   |             |                        |                 |             |                       |

#### Comments

The lost time injury frequency rate (LTIFR) deteriorated by 23.72% from 2011 to 2012. The target was to improve it by at least 2% in the same period. Reported fatalities increased by 42.67% from 2011 to 2012. More work to improve the LTIFR will need to be done to strengthen all the programmes aimed at promoting occupational safety and health in the workplace in 2013.



## 8.2 Occupational Injuries In Factories and Works

**Table 33:**

| Region              | Reported   |           |           | Investigated |           |           |
|---------------------|------------|-----------|-----------|--------------|-----------|-----------|
|                     | Minor      | Serious   | Fatal     | Minor        | Serious   | Fatal     |
| Harare              | 101        | 11        | 10        | 21           | 10        | 10        |
| Bulawayo            | 47         | 5         | 3         | 5            | 2         | 3         |
| Gweru               | 18         | 4         | 5         | 2            | 3         | 4         |
| Mutare              | 11         | 13        | 4         | 5            | 17        | 7         |
| Masvingo            | 7          | 10        | 0         | 0            | 2         | 0         |
| Chinhoyi            | 0          | 5         | 1         | 3            | 4         | 1         |
| <b>Total (2012)</b> | <b>184</b> | <b>48</b> | <b>23</b> | <b>36</b>    | <b>38</b> | <b>25</b> |
| <b>Year 2011</b>    | <b>170</b> | <b>51</b> | <b>20</b> | <b>71</b>    | <b>38</b> | <b>20</b> |

### Comments

Fatal accidents increased by 15% from last year. It is sad to note that 17% of the fatalities occurred in December just before the year ended. Serious accidents reduced by 6% from last year. Harare contributed 43% of the fatalities followed by Gweru with 21% and Mutare with 17%. Effective strategies will be employed in 2013 to reduce the number of accidents. A brief description of some of the accidents fitting the freak category is given below:-

#### **1. Harare Region**

- (a) An employee of Porsche Investments died of injuries he sustained after being struck by dismantled pieces of a hydro extractor inner lid.
- (b) An employee of Central African Batteries sustained serious burns from a fire that was caused by accidental ignition of aldehyde whilst decanting it from a bulk tanker into a storage container.
- (c) An employee of Speedlink Cargo P/L was repairing window panes whilst standing on a ladder, he fell through an asbestos roofing sheet headlong and he was rushed to the Avenues Clinic where he died the following day.
- (d) A contractor of Hunyani Pulp and Paper industries fell with the coal banker he was demolishing and was pronounced dead on arrival at Norton General Hospital.
- (e) An employee of ZETDC was electrocuted when he with others was carrying out maintenance work on transformers.
- (f) A contractor was electrocuted whilst fabricating a cage to protect a transformer at a farm.
- (g) An employee of REA was electrocuted while working on a new line and the other suffered serious burns and was hospitalized.
- (h) An employee of Riggers Holding was working on the roof when he fell down to the ground. He died the same day at Avenues Clinic.
- (i) An employee of ZESA Enterprises was electrocuted at Epworth 33/11 kv substation when he was attending to a fault.

- (j) An employee of Dairibord NFB Logistics was struck on the face whilst welding a rim of an inflated truck tyre, when the rim took off from the ground resulting in his death on the spot.

## **2. Bulawayo Region**

- (a) 13 employees at Hwange Power Station were affected by a leaking chlorine gas cylinder at Hwange Power Station. They were all treated and discharged.
- (b) An employee of Zambezi Tanners was doing some pipe extension work on a 200Kpa air receiver when a leakage occurred on a ball valve resulting in the pipe bursting. An elbow was then dislodged from the line and it flew, knocking him unconscious. He died on the spot.
- (c) A person received an electric shock whilst boarding a bus which was being welded. He died on arrival at Mpilo hospital.
- (d) An employee was cleaning a stock feed making machine whilst inside when the operator activated the machine. This resulted in the employee being crushed in between the rotating machine peddler and the casing. The employee died on the spot and the body was taken to UBH mortuary.

## **3. Gweru Region**

- (a) An employee of Noved Fire Agency was killed whilst he was recharging a fire extinguisher at Cherished Hope Restaurant in Gweru after the fire extinguisher he was charging exploded amputating his arm and opened his stomach.
- (b) Five employees were seriously burnt on faces, neck and backs by molten metal at Steelmakers, Redcliff, when a 15litre bucket containing coal tarred fuel was blown out of an 11 inch milling furnace through the furnace door during start up at Steelmakers.
- (c) The deceased Mr Simon Gova fell from a four legged stool 0,65metres high which he was sitting on to the concrete floor whilst he was manning the Gas Control Room to prevent theft. This resulted in lacerations of his upper lip, forehead and bleeding through the nose. He was rushed to the company clinic where he was attended to and referred to Kwekwe General Hospital where he was pronounced dead on arrival.
- (d) 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 34: Fatal Injuries in Mining Sector**

| DISTRICT | MINE                         | DATE OF ACCIDENT | NAME OF DECEASED     | OCCUPATION            | U/GROUND SURFACE | YTD       |
|----------|------------------------------|------------------|----------------------|-----------------------|------------------|-----------|
| Harare   | Benini 9 Mont Dor            | 19/01/2012       | Amon Venganayi       | General Hand          | U/Ground         | <b>10</b> |
|          | Shashi Mining Syndicate      | 17/03/2012       | James Buruma         | General Hand          | U/Ground         |           |
|          |                              | 21/03/2012       | Sustain Magombedze   | General Hand          | U/Ground         |           |
|          | Loveless 29                  | 19/07/2012       | James Gandari        | Mill Attendant        | Surface          |           |
|          | Arcturus                     | 27/08/2012       | Exford Mangena       | Lasher                | U/Ground         |           |
|          | Aryshire                     | 11/10/2012       | Clifford Masimo      | Core Driller Operator | Surface          |           |
|          | Natural Stone Export Company | 05/10/2012       | Chiveyi Mudiwa       | General Hand          | Surface          |           |
|          | Lex Water 24 Mine Shamva)    | 19/11/2012       | Thomas Sithole       | Lasher                | U/Ground         |           |
|          | Magnet 43 Magnet 43          | 19/11/2012       | Muchauya Gandawa     | Lasher                | U/Ground         |           |
|          | Mbada Diamonds               | 18/12/2012       | Netsai David Matsika | Security Guard        | Surface          |           |

|          |                                 |            |                   |                        |          |   |
|----------|---------------------------------|------------|-------------------|------------------------|----------|---|
| Bulawayo | Turk                            | 16/01/2012 | Mike Dube         | Lasher                 | Surface  | 9 |
|          | Bothal 9                        | 12/02/2012 | Tawonga Mathuthu  | Lasher                 | Surface  |   |
|          | True Blue                       | 01/02/2012 | Mazwi Mlima       | Lasher                 | U/Ground |   |
|          | Sun Yet Sen 17                  | 10/04/2012 | Hardwick          | Pump Attendant         | Surface  |   |
|          | Prospect                        | 05/09/2012 | Madzikiti         | Shaft Sinker           | U/Ground |   |
|          | Polar Star                      | 21/09/2012 | Michael Makondo   | Machine operator       | U/Ground |   |
|          | Polar Star                      | 21/09/2012 | Barnabas Phiri    | Machine assistant      | U/Ground |   |
|          | Ulinda South                    | 22/10/2012 | Khumalo Maseko    | Lasher                 | U/Ground |   |
|          | Chigango & Boots Milling Centre | 22/12/2012 | Vulumuzi Sithole  | Customer               | Surface  |   |
|          | Kent North                      | 27/12/2012 | Crispen Dube      | Mine Manager           | U/Ground |   |
| Gweru    | Jena                            | 11/01/2012 | Nhalanhla Ndwembi | Construction Assistant | U/Ground | 7 |
|          | SG 2501                         |            | Previous Maposa   | -                      | U/Ground |   |
|          | Jena Mines                      | 09/05/12   | Simbarashe Shumba | Trainee Bellman        | U/Ground |   |
|          | Bee South 19                    | 04/06/12   |                   | General Hand           | Surface  |   |
|          | Glencairn                       | 07/07/2012 | Gift Gwena        | General Labourer       | Surface  |   |
|          | Haygold                         | 27/09/2012 | Charles Mupampiwa | Supervisor             | U/Ground |   |
|          | Yankee 19                       | 20/12/2012 | Winfred Musumhi   | General Labourer       | U/Ground |   |
|          |                                 |            | Never Tembo       |                        |          |   |
| Masvingo | Red Knight 7                    | 13/05/2012 | Tariro Moyo       | Windlass Operator      | U/Ground | 5 |

|              |                            |                          |                                          |                  |                    |           |
|--------------|----------------------------|--------------------------|------------------------------------------|------------------|--------------------|-----------|
|              | Sishabie 26<br>Sishabie 26 | 03/07/2012<br>03/07/2012 | Langton Mashawi<br>Kudakwashe<br>Chihota | Lasher<br>Lasher | Surface<br>Surface |           |
|              | Sabi Vlei                  | 08/08/2012               | Joseph Sibanda                           | Lasher           | U/Ground           |           |
|              | Majaya 5                   | 08/08/2012               | Emmanuel<br>Maheya                       | Gang Leader      | U/Ground           |           |
| <b>Total</b> |                            |                          |                                          |                  |                    | <b>31</b> |

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

***Table 35: Communication and Influence***

| <b>Activity</b>                   | <b>Year 2012</b> |
|-----------------------------------|------------------|
| Policy Meetings                   | 1                |
| OSH Management committee meetings | 12               |
| Executive Management Meetings     | 12               |
| Workshops/Seminars/ Conferences   | 4                |
| Functions                         | 13               |
| ZOHSC Meetings                    | 5                |
| Board of Directors meeting        | 7                |
| OSH Board Committee Meeting       | 4                |
| Other Meetings                    | 57               |
| <b>Total</b>                      | <b>115</b>       |

**Rodgers Dhlwayo**

**DIRECTOR: OCCUPATIONAL SAFETY AND HEALTH**