

MHSA:
GUIDELINE FOR A CODE OF PRACTICE FOR CHANGE MANAGEMENT IN
THE SOUTH AFRICAN MINING INDUSTRY
&
GUIDELINE FOR A MANDATORY CODE OF PRACTICE ON THE
PREVENTION OF FIRES AT MINES

Hi there

The Chief Inspector of Mines, in terms of section 49 (6) read together with Sections 9 (2) and 9 (3) of the Mine Health and Safety Act 29 of 1996 issued the-

- Guideline for a Mandatory Code of Practice for Change Management in the South African Mining Industry; and
- Guideline for a mandatory code of practice on the prevention of fires at mines.

Legal Status of Code of Practice

In accordance with section 9(2) of the MHSA, an employer must prepare and implement a COP on any matter affecting the health or safety of employees and other persons who may be directly affected by activities at a mine when the CIOM requires it.

The COP must comply with any relevant guidelines issued by the CIOM in accordance with section 9(3) of the MHSA.

Failure by the employer to prepare or implement a COP in compliance with this guideline is a breach of the MHSA.

GUIDELINE FOR THE COMPILATION OF A MANDATORY CODE OF PRACTICE FOR CHANGE MANAGEMENT IN THE SOUTH AFRICAN MINING INDUSTRY

Reference number: DMPR 16/3/2/1-B1

Last revision date: First Edition

Date first issued: First Edition

Effective date: 2025-10-01

This guideline has been developed to provide critical support for mining companies navigating organizational transitions. Adherence to this guideline facilitates smoother implementation processes by minimising resistance, gaining employee cooperation and maintaining operational continuity.

The main objective of this guideline is to enable the employer at every mine to prepare a COP which, if properly implemented and complied with, would improve the change management processes.

This guideline provides guidance of a general nature on the required format and content for the COP and details sufficient technical background to enable the drafting committee at the mine to prepare a comprehensive and practical COP for the mine.

This guideline aims to:

- Provide employers with a systematic approach to implementing organisational, technological and operational transitions.
- Promote employee participation, address concerns and build support for new initiatives through effective management processes.

- Assist employers to align change management processes with legal, safety and environmental requirements to avoid penalties and operational risks.
- Assist with the development of dynamic resilience to effectively respond to changes triggered by common factors such as market volatility, technological disruptions, etc.
- Identify significant changes early and implement measures to safeguard health and safety during transitions.

GUIDELINE FOR A MANDATORY CODE OF PRACTICE ON THE PREVENTION OF FIRES AT MINES

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The scope of this guideline relates to measures or procedures that should be established to prevent the occurrence of fires at a mine, which is the preferred way of managing the risks associated with fires in underground and surface operations at a mine.

This guideline does not replace existing guidelines dealing with related topics, e.g. the Guidelines on the Prevention of Flammable Gas and Coal Dust Explosions in Collieries and the Prevention of Flammable Gas Explosions in Mines Other Than Coal Mines.

The COP to be drawn up by the employer in compliance with this guideline should take all other COPs drawn up by the employer into account.

All the COPs and other related mine standards should be reviewed concurrently in order to avoid any conflict of requirements as laid down by the mine. The objective would be to have an integrated system.

The main objective of this guideline is to enable the employer at every mine where a fire could pose a significant risk to the health or safety of persons, to prepare a COP which, if properly implemented and complied with, would improve control measures aimed at preventing fire incidents.

The guideline provides guidance of a general nature on the required format and content for the COP and details sufficient technical background to enable the drafting committee at the mine to prepare a comprehensive and practical COP for the mine.

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Where do I access this information?

<https://implex.co.za/category/library/>

We trust that this information will serve to be of some assistance to you and look forward to your positive feedback!

Implex regards,
Marlize