

TEBA NEWS

MINE HEALTH AND SAFETY COUNCIL SUMMIT

TEBA joined industry SHEQ experts for three days from the 16th to the 18th of October where a range of occupational health and safety related issues were discussed. The event was hosted by the Mine Health and Safety Council and focused on reflecting on the Health and Safety performance of the industry over the last 10 years and to chart a new course for the foreseeable future.

The following issues were of particular interest to TEBA:

- The renewed focus on TB monitoring, treatment, effective follow-up, and the reporting that is required by the Department of Mineral Resources. TEBA continues to support a wide array of customers to monitor current and former employees who have been diagnosed with TB and are on treatment. Our reports assist companies to submit all statutory reports and drive their 95-95-95 goals. Contractor compliance in this area remains a key impediment towards achieving, in real terms, the 95-95-95 goal.
- Massive strides have been made in sharing the expertise and technology amongst different commodities. TEBA's role in this cross-pollination is on the human capital front. The Records of Service and related industry endorsements retained by TEBA provide mining companies with the assurance knowing that employees are trained, have the correct career progression, and have work experience in high-risk roles such as drivers and operators. Ensuring the correct people are on site significantly reduces the risk profile of our customers.
- The industry health risk profile is shifting away from communicable diseases to lifestyle conditions. Efforts to reduce the burden of lifestyle diseases will need to be augmented to include the wider family and community networks of both doorstep and distant labour-sending communities. Hypertension, cholesterol, and diabetes screening services in these communities can play a vital role in prevention, early identification, and treatment. These initiatives may be customised to target the underlying causes within families of mineworkers, such as poor dietary decisions and use of recreational substances.
- Mental health is another area where TEBA can play a central coordinating role, especially in primary research on current and former mineworkers.

We are very grateful for the opportunity to engage with industry stakeholders

SENIOR RECRUITMENT

For the last 10 years, TEBA has assisted skilled employees (miners, artisans, shift bosses, foremen, etc.) to connect with job opportunities across the South African mining industry. TEBA's pricing for this service was between 40% and 60% cheaper than traditional placement agencies.

We are acutely aware of the pressure faced by many of our customers and have decided to provide a discounted service effective 1 November 2024 until 31 December 2025.

The discount, in our view, will allow our customers to scale up when commodity prices improve, and production needs to be ramped up quickly to take advantage of the cycle.

Effective 1 November 2024, TEBA will charge R4400 (excl VAT) for all senior placements from our existing database.

If we don't have the skills in the database, TEBA will charge R7525 (excl VAT) to source candidates through social media platforms (such as LinkedIn).

The service includes long listing, short listing, and support with interview logistics, excluding all screening and assessments. TEBA does, however, have a comprehensive basket of screening services, including criminal, ID, credit, qualifications, etc.

FRAUD TRENDS WITHIN THE INDUSTRY

As previously reported through circulars and e-mails, there are a number of emerging fraud trends, including:

- Falsified Blasting Certificates
- Falsified Work Visas—especially critical skills and general work permits
- Falsified legal appointments, and as always
- Falsified qualifications

Customers are encouraged to ensure that employees and contractors are thoroughly screened. The Department of Mineral Resources and Energy, the Department of Labour and Employment, and the Department of Home Affairs have indicated that ignorance is certainly not a valid excuse and have shut down certain operations and/or issued fines to perpetrators.

The falsifications are extremely professional and cannot be verified by sight checks only.

DEFERRED PAY WEBINAR

TEBA hosted a webinar on the 20th of September.

Over 220 people registered, and 176 managed to join us on the day. We are grateful for the turnout and have subsequently also addressed a number of questions through a Questions and Answers document, the webinar recording, and discussions with those who reached out to us for further information - The Q&A is also attached.

TEBA HISTORY

As you can imagine, unpacking the history of an organisation that has been around for 120 years across vast expanses of Southern Africa (and China) is no easy task. We will however provide some “ncane” doses through this and our social media networks.

- 1902, only 23% of positions available in the mining sector are filled, which means that the industry is working at a quarter of its capacity. The lack of employees was largely due to the second South African war of independence, which the British won.
- Mr. Fredrick Perry is appointed as the Chairman and Managing Director of WENELA and quickly urges Lord Miler to allow the recruitment of Chinese to fill the void.
- As revenue from the gold fields was critical towards reconstructing the war-ravaged economy of South Africa and the “Anglo-Chinese Labour Convention” was already under discussion between the Chinese government and the Transvaal administration, the prevailing sentiment was that it would be the quickest way to increase the workforce.
- Despite mass protests and heavy objections in both England and South Africa, recruiting of Chinese nationals began under the auspices of the “Mines Labour Importation Agency— or CMLIA” in 1904 and closed in 1908. In 1906, Chinese workers outnumbered Mozambican nationals, with approximately 63 000 recruited in total.
- The logistics are mind-baffling. Imagine transporting 63 000 individuals over 8000 miles to be accommodated in a foreign country with a serious language barrier...
- This period is widely acknowledged as a dark stain where men from far afield were used to break the deadlock with local employees, working in the harshest of conditions for minimal pay, far away from home and their cultural heritage.

As we confront this period, we are reminded of the immense sacrifice made by so many over such a long period to build the economy of South Africa. We are also reminded of the positive transformation we have, and continue to go through. We salute the Chinese mineworkers, and their living relatives, for their contribution.

FESTIVE SEASON CLOSURES

Kindly take note of the following for the festive season:

- TEBA Urban Headquarters (Carletonville, Welkom, Klerksdorp, Burgersfort, Rustenburg) and TOM (TEBA on Mine) offices:

Close: 23 December 2024
Re-open: 6 January 2025

- TEBA Head Office:

Close: 20 December
Re-Open: 2 January 2025

- TEBA Field and Foreign Offices:

Will remain open throughout, except for on the weekends and public holidays

- Eastern Cape, North West, Limpopo, Kwa-Zulu Natal, Free State
- Mozambique, Lesotho, Eswatini, and Botswana

May everyone be blessed and safe during this festive break 



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