



# RMA's Prevention Programme

Dept of Employment and Labour  
Iron and Steel OHS Conference  
26 – 28 February 2025

Mandla Shezi, Group Chief Executive Officer



# Social Insurer | Value Proposition

Our strategic posture represents a fundamental shift from a compensation administrator to a social insurer with integrated and holistic solutions that benefit workers across their life journey.



## PREVENTION

Enabling Prevention of injury at work – through education & partnership with Metals Employers & Employees

## COMPENSATION & ADMINISTRATION

Providing holistic at work Compensation and Administration solutions through our COID business

## REHABILITATION

Rehabilitating for return to work – through our coordinated case management

## REHABILITATION INFRASTRUCTURE

Delivering quality care, cost management and social value mandate

## PENSIONS MANAGEMENT

Enhancing the current Pensioner Management Programme and improving the lives of pensioners and their dependents through social impact programmes.



# Mining & Metals | Claims Overview

## Liability Exposure

### Mining & Metals:

-Total Employers **28 244**  
 -Total Lives **1,113,992**

### Mining & Metals Claims Received:

- 2024 **24 568**  
 - Since 2015 **298 800**

**Total Benefits Paid since 2015  
 (Metals)**

**R5 424 027 192 (Billion)**

### Metals Class (Light & Heavy Steel, Automotive etc.)



Employers: 27 760  
 Lives: 763 403

#### 2024 Data:

Claims Total for 2024: **18 373**

Disease claims: **227**

Injury claims: **18146**

Fatalities: **40**

Benefits Paid: **R781 491 245 (million)**

Injuries / 1000 lives: **23,8 vs. average of 27.9 (since 2015)**

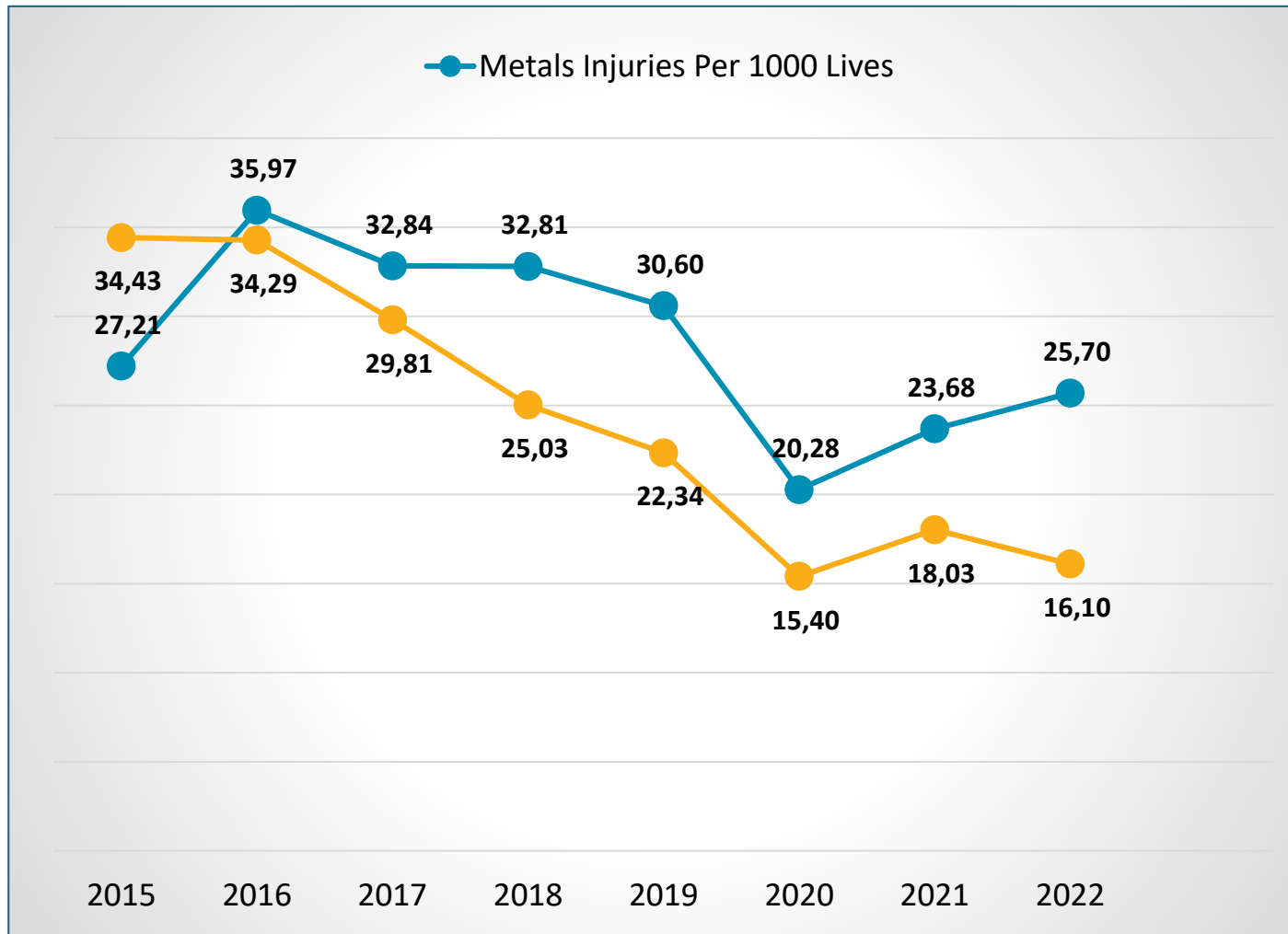
#### Top3 Injuries:

1. Foreign objects to the cornea (eye)
2. Open wound to fingers/thumb
3. Injury of wrist and hand

#### Top 3 diseases:

1. Noise effect on the inner ear
2. Synovitis & tenosynovitis
3. Occupational asthma

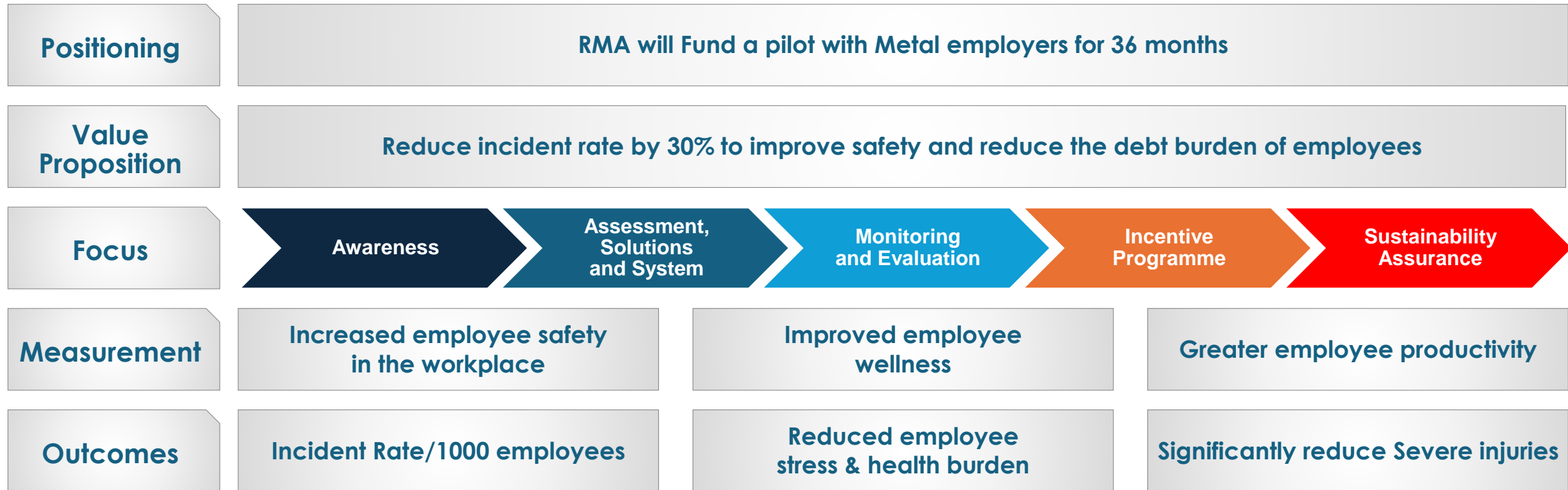
# What informed our Prevention Programme



- ❖ Historically we understand the mining industry – 130 years
  - ❖ Matured
  - ❖ Large Companies
  - ❖ Established H&S
- ❖ RMA Data tells us that the **Metals Class shows a higher number of injuries vs. Mining industry**
- ❖ Therefore, the decision was made to **pilot a prevention programme in the Metals Class** to reduce the high injury rate



# Prevention Programme | Value proposition



# Prevention Journey from 2022 - 2024

2022

## Establishment

- **Programme launched**  
April 2022
- Goal was to be a small pilot
- **Dec 22 = 10 signs ups**
- Conducted **gap analyses to ensure OHS legal compliance and best practice**
- Commenced with **implementations of solutions**



2023

## Execution

- Increased interest to join
- **Dec 23 = 28 companies on the Programme**
- **1<sup>st</sup> Prevention Conference**
- Launched the **NUMSA shop steward training**
- Conducted OHS legal compliance & best practice training
- Continue with the implementation of solutions to prevent injuries & diseases



2024

## Growth

- **1<sup>st</sup> Prevention Awards**
- Bigger companies signing up with:
  - multiple sites and
  - greater number of lives
- **Dec 24 = 62 companies on the programme**
- 4 x Prevention Conferences
- Launched the **Wellness Programme**
- Launched the NUM shop steward training



# Prevention Programme | Activities



70+  
gap analyses



68  
Industrial  
Theatre  
shows



5  
Prevention conferences  
to advance OHS  
competencies



2300  
shop stewards  
trained on OHS  
training

Launched



RMA  
Prevention  
Communications  
Hub  
to enable visual  
safety  
communications



1<sup>st</sup>  
Prevention  
Awards  
to foster a  
safety  
culture



2500  
employees on the  
Wellness Programme  
allowing physical &  
mentally fit employees



53  
Hygiene surveys  
to prevent  
occupational diseases  
& injuries



Implementing  
solutions to  
enable safer &  
healthier  
workplace

TODAY: 34 484 lives on the programme

67 companies

493 Number of sites



# Prevention Programme | Making an impact

## Employees fitness for duty

- Ensuring employees are **fit for duty**
- Adherence to legislative requirements for **medical surveillance**
- Employee **Wellness Days** – basic health screening
- Full access to **EAP for 24/7 telephonic counselling**
- **Occupational hygiene** surveys

## Stoppage of prohibition notices

- Enabling employers to continue doing business safely
- Ensuring legal compliance
- **Enabling employees to continue working in a safe place of work**

## PPE & Signage Surveys

- **Risk based approach** – providing the client with surveys so that they implement
- **Injury and accident management**
- Administrative controls
- **Legal compliance**

## Training & certification

- Employees are **trained and certified** against best practices and for legal compliance e.g.
  - SHE Rep
  - Fire Fighting
  - First Aider
- **Competent and fit employees**

## Building a safety culture

- **Industrial theatre** to make safety fun, interactive and drives retaining of information
- **Legal Liability training for Supervisor to Executive Management**
- Visible Felt Leadership
- Awareness & communication

# Prevention Programme | Benefits for our members

## Production savings

- Less down time due to poor / unsafe machinery
- Less production time lost due to injured employees
- Less damage to tools and equipment
- Less damages from accidents: fire, water, chemical, explosives
- Prevention of stoppages due to prohibition notices
- **Prevention = makes business sense**

## Human Resource savings

- Reduced absenteeism due to off sick / IOD
- Reduced sick leave taken due to improved morale & physical & mental fitness
- Fair and just labour practices
- Improved employer & labour relations
- Reduced compensation costs
- Lower staff turnover
- **Prevention = makes moral & ethical sense**

- Improved brand due to improved safety performance
- Improved safety lagging indicators
- Safer place to work + safer employees = compliance to customer requirements
- Prevent litigation costs
- **Prevention = it's the right thing to do**

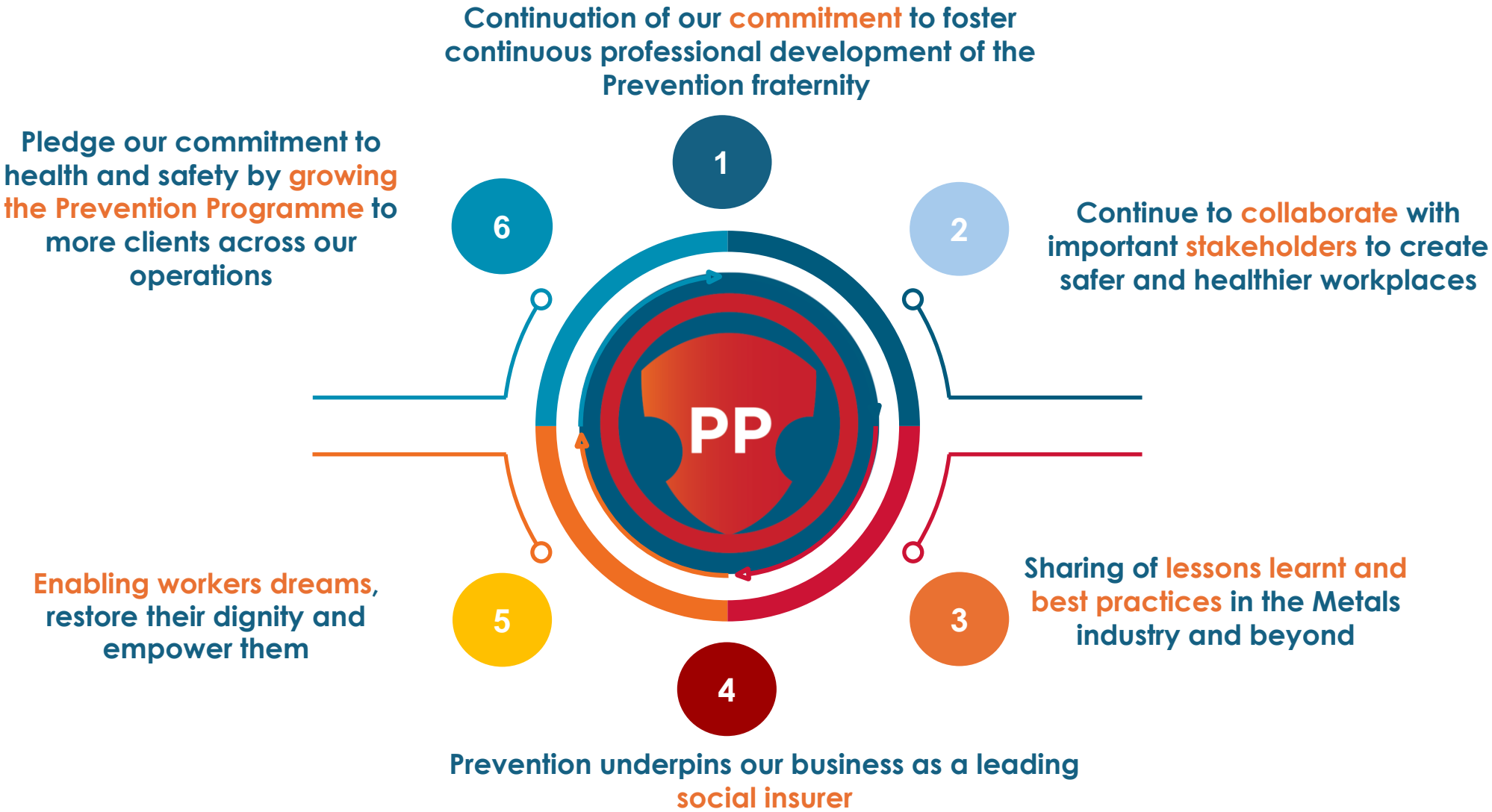
## Brand and Reputation

- Reduced expenditure on mandatory and best practice training
- Certified, fit and trained employees meeting legal requirements
- SETA benefits

## Training savings



# Prevention Programme | Conclusion





# THANK YOU

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