4. Labour

4.5 Health and Safety

Monitoring and Evaluation

Companies should document and report all occupational accidents, diseases and incidents in accordance with industry standards.

Companies should establish procedures to monitor and measure the effectiveness of H&S plans, and of compliance with related legal and contractual obligations and regulatory requirements. Monitoring typically includes tracking performance and comparing against baselines or management-program requirements, along with dynamic mechanisms, such as internal inspections and audits. Companies should document performance, and incorporate appropriate corrective and preventive actions in amended management-programs and plans. Implement corrective and preventive actions in collaboration with third parties, implement and track their impacts.

Companies should have mechanisms for internal reporting and management review of H&S performance. Senior management should receive periodic performance reviews of the H&S management system based on systematic data collection and analysis, and the reviews should inform actions to improve performance, and to ensure that procedures, practices and plans are being implemented, and are seen to be effective.

Companies should consult regularly with employees and contractors, or their representatives, to better understand real and perceived H&S hazards, and impacts on the workforce. Companies should promote the use of grievance mechanisms. The Grievance Mechanism section provides further guidance.

Self-Assessment Questions

- Are processes in place to monitor and evaluate the effectiveness of health and safety management systems?

ADDITIONAL RESOURCES

IFC Performance Standards Guidance Notes.
http://www.ifc.org/wps/wcm/connect/e280ef804a0256609709ffd1a5d13d27/GN_English_2012_Full-Document.pdf?MOD=AJPERES

Good Practice Guidance on Occupational Health Risk Assessment. Available through the ICMM website library.

Good Practice Guidance on HIV/AIDS, Tuberculosis and Malaria. Available through the ICMM website library.

Health and Safety Performance Indicators. Available through the ICMM website library.

Health and Safety Critical Control Management: Good Practice Guide. Available through the ICMM website library.

Mining Association of Canada's Towards Sustainable Mining: Safety and Health
http://mining.ca/towards-sustainable-mining/protocols-frameworks/safety-and-health