

# IM4DC Action Research Report SUMMARY

**Researchers:**

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**School/Centre:**

Minerals Industry Safety and Health Centre

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University of Queensland

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**Key theme:**

Governance and regulation

Operational effectiveness

**Key countries:**

Zambia

**Completion:**

May 2013

**Research aims:**

The purpose of this visit was to:

- Complete a training needs analysis of the Mines Safety Department in Zambia
- Build linkages with this institution as well as with the Copperbelt University (CBU) in Kitwe and the University of Zambia in Lusaka

**For further information on this action research:**

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## Scoping Visit to Mines Safety Department, Zambia

Australian Aid scoping studies and a subsequent IM4DC visit identified the Mines Safety Department (MSD) in Kitwe, Zambia, as a key institutional linkage to develop.

The authors visited Zambia from 18<sup>th</sup> to 22<sup>nd</sup> February, 2013. The purpose of this visit was to complete a training needs analysis (TNA) of the Mines Safety Department in Zambia and to build linkages with this institution as well as the Copperbelt University (CBU) in Kitwe and the University of Zambia in Lusaka (UNZA).

Thus the objectives of the visit were to:

- Discuss with UNZA and CBU potential areas of co-operative or collaborative research and training relating to occupational health and safety in Mining
- Complete a TNA for the Mines Safety Department
- Provide IM4DC personnel with understanding and experience of the Zambian:
  - Mining industry
  - Legislative framework
  - Inspection framework and practices
- Identify existing courses covering priority areas identified from the TNA
- Develop a plan of work to address the most significant gaps identified in the TNA

Key focus areas were the potential for use of existing courses to assist in professional development activities for MSD personnel and to assess wider interest within the University partners and industry on this topic. Opportunities to link to the competency system adopted by some Mines Inspectorates in Australia were relevant to this discussion. The establishment of research links with UNZA and CBU was also a priority with a view to engaging local researchers on priority OHS issues.

The report concludes with a plan going forward addressing:

- Training needs
- Coaching for sustainability
- Packaging of programs for accreditation

The authors noted that there is immediate potential for the IM4DC to offer short courses to the MSD, UNZA and CBU, and affiliated agencies (e.g., ZEMA) in the high priority areas of accident and incident investigation, prosecutions and court proceedings, risk management and safety leadership.