

Programme Partners:



Implementing Partner



TRAINING WORKSHOP ON ENVIRONMENT, COMMUNITY, HEALTH AND SAFETY IN THE DEVELOPMENT MINERALS SECTOR

Uganda, April 2017

RETURN TO WORK (RTW) PLANS

An initiative of the African, Caribbean and Pacific Group of States, financed by the European Union and United Nations Development Programme, and implemented by UNDP.

I. RETURN-TO-WORK PLANS

Return to Work projects are a valuable mechanism for workshop participants' personal and professional development. As part of your sponsorship, you are required to develop a return-to-work plan on a project you will undertake on your return, applying the knowledge and skills gained from workshop to influence change.

Periodic follow-up on the progress of implementation of the plan will be undertaken by UNDP.

II. REPORTING STRUCTURE FOR RETURN-TO-WORK PLANS

To facilitate ease of reporting and follow-up on your return to work project, the structure below outlines the key project elements that need to be covered in the reporting. **Please submit a Return to Work Project (RWP)** using the structure provided below.

GENERAL INFORMATION

Name(s):	LABAN OWOR
Position:	METALLURGIST ASSISTANT
Email:	labanowori09@gmail.com
Phone no (office + mob):	+256788153778

Brief Description of the project:

My return to work plan(RTW) will focus on the followings:

- Continued raw water usage in mining and metallurgical processes
- Visits to sites frequently for maximum PPEs usage is without compromising EHS.
- Extension of clean drinking to the nearby communities without water from the mine.
- Boosting and Maintenance of community water supply unit (functions seasonally)
- Involves EHS to abandoned mined out busumbu phosphate pits(barricading)
- Incorporate EHS inspections, briefing and training to all workers morning meetings
- Continued incident, accident occurrences frequency reporting and investigations in mine.
- Sensitization and Training the community on the basic facts of mineral exploration.
- Improve on the community hygiene and workers hygiene at the mine.
- Understand the aspects of mine design and safety related aspects.
- Weekly review of workers accident, sickness report forms from the clinic department.
- Boosting the mine clinic clinics and dispensary(more drug stocking)
- Encourage and train workers and community on the saving culture (saving group formation)

Expected Outcomes:

- The dust related diseases shall be minimised from the usage of raw usage in mining and metallurgical processes.
- The level of adherence to PPEs usage shall be achieved hence lowering the accidents.
- Reduced dangers of drinking unclean water from the swamps and artisan wells
- Increased worker understanding of the EHS from the morning meeting briefing.
- Understanding the major root cause of worker accidents and sickness at worker
- Clear understanding of the exploration risks and it's not mining.
- Better hygienic conditions of the community and the workers
- Mining with proper mine planning and mine lay out hence safe mining

Expected Outputs:

- Mining and mineral processing shall be done with low levels of dust and noise emissions.
- Maximum safety compliance shall be observed hence friendly working company- community relations and EHS achieved
- Ease access to safe drinking water to the community hence dirty water usage related hazards
- Increased individual commitment to observe the EHS aspects.
- Appropriate solutions to the mine worker accidents and sickness from incident investigation
- Exploration works shall be friendly done without company- community misunderstanding
- Community compensation exercise and re-settlement shall be clear without community wrangles.
- Improved hygienic conditions in the community with pit latrine construction practices and mine toilets cleanness
- Barricading the busumbu phosphate mined pits and keeping it out of habitat for dangerous animals and mosquitoes
- Increased stocking of mine clinic to cater for patients(company and community)
- Mine/quarry shall be designed with safety measures involved without compromising EHS.
- Workers and community members shall understanding the benefits of saving groups

Please describe how you plan to implement the return to work project: (outline key partnerships and collaborations across sectors in your country as well as any joint collaboration with other countries)

Implementation plans:

The following shall be implemented in partnership and collaborative funding from the UNDP, EU, DGSM, NEMA ,min water and environment and other program partners,

- Pit latrine construction practices to enhance hygiene.
- Safety compliance by provision professional and technological training materials
- Safe drinking water to the community by boosting and maintaining community artesian well
- Barricading the busumbu phosphate mined pits by clearing bushes, spraying and fencing off
- Mine/quarry designing with safety standards by using of mining software(surpac and datamine)
- Community outreach on matters of Exploration works where exploration is being carried.
- Community sensitization and training

What indicators of success will you employ? (include indicators of success that go beyond activity-level implementation)

Indicators of success shall include:

- Reduced rates of injuries and cuts at different sections of work
- Availing more drugs and clinics being well stocked
- Compliance of the company and EHS policies
- Frequent water drinking water flowing within the community.
- Reducing habitat for wild animals from the mined out pits
- Peaceful exploration exercise with reduced resistances.
- Mines/quarries designed with safety and standard mining parameters.
- The majors causes of the water born disease sickness reducing and identified.
- Community and workers attending and participating in the training programmes.

What other strategic opportunities have you identified that will contribute to the success and sustainability of your project? (in

linkages to sub-regional and regional agenda)

The opportunities would include;

Covering up the mined out voids.

Using sluice method to recover gold by ASM to ease gold panning

Adopt the use of simple pulley/hoisting mechanism to hoist out ore from the pits.

What aspects of the training will be most useful in implementing your project? Explain

Training aspects;

- Exploration ,hygiene(health conditions) and safety in mining
- The mis-understanding the exploration is actual mining with some community members denying companies access to their areas of control while exploration is just a risky venture. The hygiene of the community and workers in man

where some communities have no constructed pit latrines and companies with poorly maintained toilets and pit latrines. Mining with safety measures to reduce the risks of accidents from the rolling boulders, stones and rocks from the inappropriately designed pits, mines and quarries

What are your future plans? (Include any additional capacity building needs for your professional development that you have identified during the course of the workshop).

FUTURE PLANS;

- Introduction of the wet crushing in the metallurgical processes to curb the excessive dust generation
- Enforcement of the speed limit along the ramps and mine roads to reduce pollution
- Mining companies taking an initiative of development of community they are existing.
- Availing information and involving Ugandan more in the mineral sector not only the “sold experts”.
- DGSM routine inspection of mines and their activities most of which exploit Ugandan at the expense of foreigners (and any new skills lacked by locals)
- Train the ASM on the better and cheap ways of mining and mineral recovery in their communities
- Sensitization of the ASM on the immediate and future dangers of mercury in the gold recovery.
- Proper disposal management of used mine waters(waste and tailings)
- Train ASM on handling mine waste in regards to NEMA acts and mining act on waste management
- ASM training on EHS aspects and dangers of the mined out pits within their communities.

ACTION PLAN

Period	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7
Activities							
Activity 1: WORKER’S MORNING MEETING AND TRAININGS	Sensitization Of the workers and colleague’s	Worker’s training on EHS and community	Implementation Of activity 1	Evaluation Of the Outcomes of activity 1	Evaluation of the output of Activity 1	Reviewing outcomes And output of activity 1	successful reporting complete
Activity 2: HYGIENIC CONDITION AND PIT LATRINE CONSTRUC TION	Sensitization Of the community	Training the community on hygiene matters	Implementation	Evaluation of outcomes	Evaluation of outputs	Reviewing outcomes And output	Review outcomes And ou

Activity 3: EXPLORATION AND MINE DESIGN	Identification of major causes of poor designs and wrangles during exploration	Applying the technology and training with skills as per parameter identified	Implementation based on the parameters for exploration and mine design	Reviewing of the outcomes from the parameters	Reviewing of the output from the parameters	Evaluation exercise for the outcomes and outputs	Project success reporting complete
Activity 4: WATER SUPPLY ACTIVITY	Sensitization Of the community	Training the community On water usage	Implementation	Evaluation of outcomes	Evaluation of outputs	Reviewing outcomes And output	Project success reporting complete
Activity 5: EHS AND BARRICADING OF MINED OUT PITS	SENSITIZATION OF THE PEOPLE	APPLYING OF THE RECOMMENDED PRACTICES	IMPLEMENTATION (CARRYING OUT THE ACTIVITY)	Evaluation of outcomes	Evaluation of outputs	Reviewing outcomes And output	Project success reporting complete
Etc.							

III. SUBMISSION DATE OF THE DRAFT RETURN-TO-WORK PLAN

The draft Return to Work plan should be sent **by Monday 05 JUNE 2017** to hope.kyarisiima@undp.org and copy to development.minerals@undp.org