

DATE	Thursday, 03/09/2026
TOPIC	NEGLIGENCE OR INCOMPETENCE OF PERSON HOLDING PERMIT OR CERTIFICATE (REG. 18)
- Where it appears to the inspector in the course of an inquiry into an accident or dangerous occurrence resulting from mining operations that the accident or dangerous occurrence was the result of the negligence or incompetence of a person who holds a permit or a certificate under these Regulations, the inspector may invite the person to appear before the inspector to defend why that person's permit or certificate should not be suspended or cancelled. - Where a person is found in an inquiry to have been negligent or incompetent, the inspector shall, as soon as possible, submit a report of the findings together with the inspector's recommendations to the Chief Inspector. The Chief Inspector, on consideration of the findings and recommendations - may cancel or suspend the permit or certificate of that person or impose some other penalty, - may record on the permit or certificate details of the cancellation or suspension or other penalty imposed; - shall give notice as set out in Form Ten of the First Schedule of the endorsement, cancellation, or suspension of the permit or certificate to the affected holder or manager. The Chief Inspector shall maintain records of endorsed, cancelled, or suspended permits or certificates.	

DATE	Friday, 04/09/2026	
TOPIC	DANGERS OF EMPLOYEE NEGLIGENCE AT WORK	
1.	Employee negligence can have severe consequences, affecting individuals, the organization, and the environment.	
2.	Ignoring safety protocols can lead to accidents, such as falls, burns, cuts, or exposure to hazardous substances.	
3.	Unsafe practices or failure to use personal protective equipment (PPE) can cause accidents.	
4.	Non-compliance with safety regulations may result in fines, lawsuits, or penalties from regulatory bodies.	
5.	Negligence during the handling of hazardous materials or waste can cause spills or contamination.	
What are some of the negligence on the path of employees at work?		

DATE	Saturday, 05/09/2026
TOPIC	ARL'S ENVIRONMENTAL LEGAL AND OTHER REQUIREMENTS
1. ARL has a procedure for ensuring compliance with environmental laws and promoting sustainable practices in its mining operations. 2. Key areas of ARL's legal requirements include national, regional, and local laws, permits, environmental plans, impact assessments, agreements, industry codes, and international standards. 3. ARL legal requirements are identified during project feasibility evaluations, environmental assessments, designs, process changes, and through periodic reviews. 4. The EPA regulates environmental requirements in mining operations through: permitting and approvals; Pollution control; Reclamation and rehabilitation.	 ENVIRONMENT
Biodiversity surveys; Resource management; Waste management; Inspections and audits and Penalties for non-compliance. Do you know of any environmental legal obligations in your line of work?	

DATE	Sunday, 06/09/2026
TOPIC	AVOID UNSAFE ACT
Any behavior that deviates from safe work methods and increases the probability of an accident. It must contain an element of unacceptable behavior initiating the accident. Some common drivers behind unsafe acts include: ➤ Complacency, Shortcuts, Overconfidence, ignoring rules or procedures, Poor attitude, or Safety Culture. Discuss possible things that drive people to perform unsafe acts	
	



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