High patient volume compared to staffing levels

Absence of standardized criteria to make exclusion from work determinations

Outdated radiography equipment

Low proficiency in classification of chest radiographs

Workflow practices that introduce bias into the radiograph classification process

Limited capacity to conduct outreach and examinations activities

Inefficient Information Management Systems (IMS)
Main milestones for the roll-out of the OHSI

**Year 1 Milestones**
- Procurement of modern screening and diagnostic equipment.
- Recruitment of a data manager and an occupational health/physician.
- Improve transportation to enhance outreach activities to support surveillance.
- Upgrade IT infrastructure

**Year 2 Milestones**
- Improved quality of services provided to miners;
- Improved mine surveillance and dust monitoring;
- Improved electronic health records services
- Improvements in outreach services.
- Renovations of the OHSI infrastructure in Kitwe and Solwezi
- Improved human capacity. Recruitment of staff; radiologist, pathologist, audiologist, chest physician, hygienists and biostatistician.
- Capacity building in specialized areas i.e. occupational hygiene, occupational health medicine and nursing, pathology, ILO x-ray classification and further training abroad.
- Exchange programs will be encouraged

**Year 3 Milestones**
- Roll out the data management information system to other relevant institutions on occupational injuries and diseases;
- Increased service coverage, more risk assessments and surveillance programs to underserved areas in Luapula, Northern and Eastern provinces.
- Developing of training curriculums and manuals to offer short courses to other institutions from within and the region.
- MoU with a university where qualified OHSI staff can start to lecture will be developed.
- Ability to conduct independent research to improve occupational health and safety.