

Occupational Health Practice in Ghana

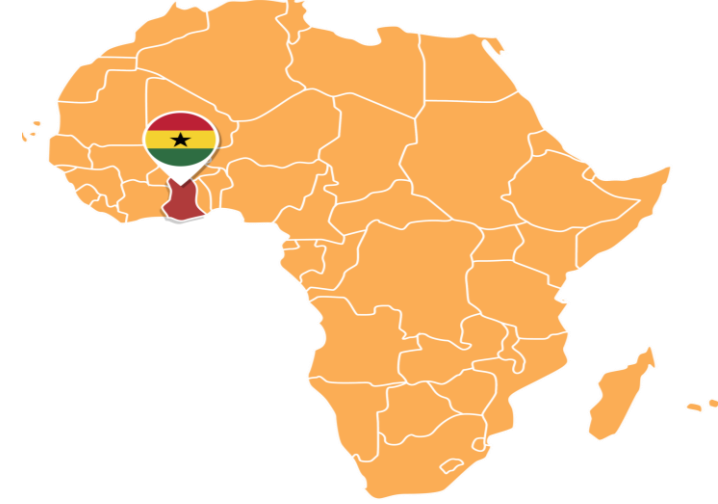
The Mining Industry Perspective

Dr Kwesi Annor

BSc MBChB MSc (Occ Med) MBA

Outline

- Ghana's mining landscape – brief overview
 - Large scale mining
 - *Artisanal mining*
- Occupational health services delivery
 - Legislative framework
 - OH Services - models
 - Scope of Occupational Health Services
- Conclusion



Ghana's mining landscape

- Ghana is on the West Coast of Africa with a population of 32m.
- Number 1 Gold producer in Africa with over 16 major mining operating companies (Minerals Commission).
- The mining sector is one of Ghana's biggest contributors to the Gross Domestic Product (GDP), contributing 5.0% as of the end of 2021 (2021 Mining Sector Report).
- There are 2 major mining sub-industries
 - Large scale – AngloGold Ashanti, Goldfields, Newmont, Asante Mine, etc
 - Small Scale – Licensed and unlicensed
- Currently, there are over 3,000 registered small-scale mining groups and 90 Mine Support service companies (Minerals Commission).
 - Heavy emphasis on local content

Occupational Health – Legislation

- Minerals and Mining (Health, Safety and Technical) Regulations, 2012.
 - Reg 474 – General duties of workmen regarding health and safety
 - Reg 475 – Health and Safety Code for small-scale mining
 - Reg 512 – Requirement for employee medical examinations
 - Reg 531 to 538 – First Aid Regulations
 - Reg 539 – Provision of health facility
 - Reg 555 – Intoxicating Liquor and Drugs
 - Reg 26 – 27 - Reporting of Accidents and Dangerous Occurrences

Occupational Health Services

- In-house
 - AngloGold Iduapriem, Asanko, Chirano, Bogoso, Adamus Mines
- Outsourcing
 - Goldfields, Newmont, Persus, Akyempim Mines
 - Majority of mine support services companies eg E&P, AMAX, AUMS, Orica, Maxam, etc
- Hybrid
 - Managed as a semi-autonomous entity. Receives financial support from the mother company
 - AGA Obuasi Mine

Scope of Occ Health in the context of mining

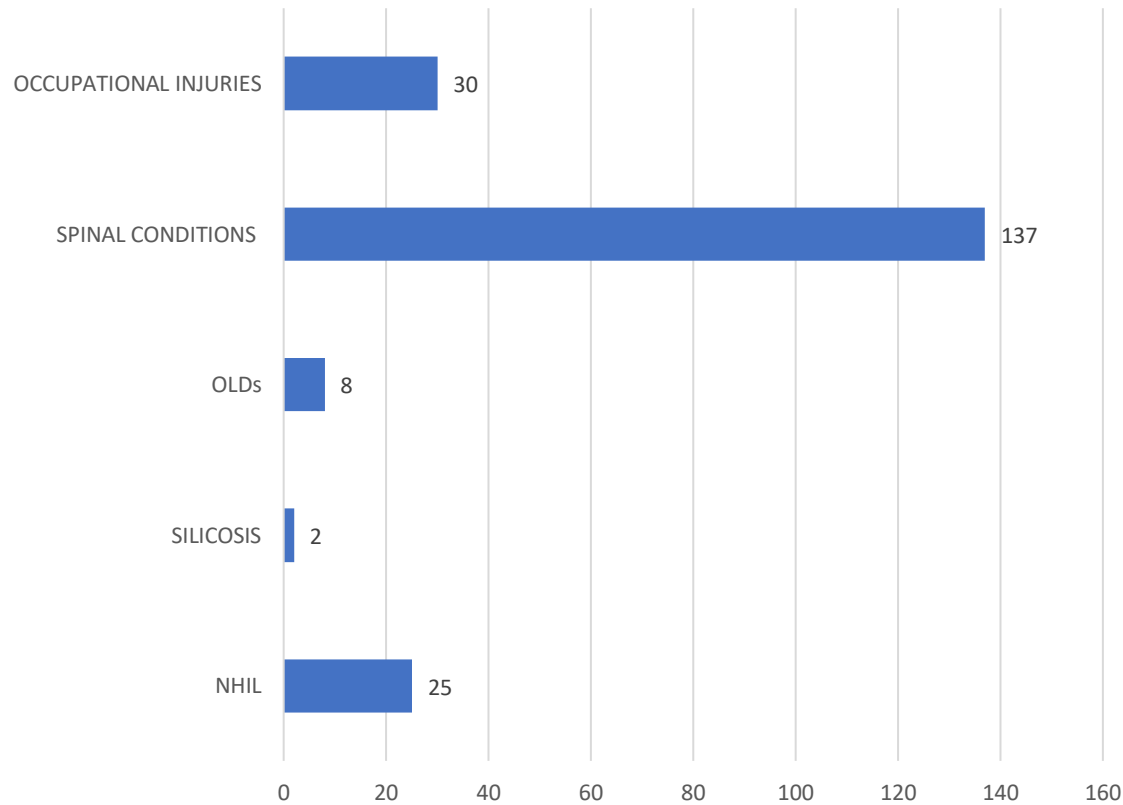
- Occupational Medicine
- Occupational Hygiene
- Employee wellbeing
 - Wellness programs
 - Mental health
- Community Health

Occupational Medicine

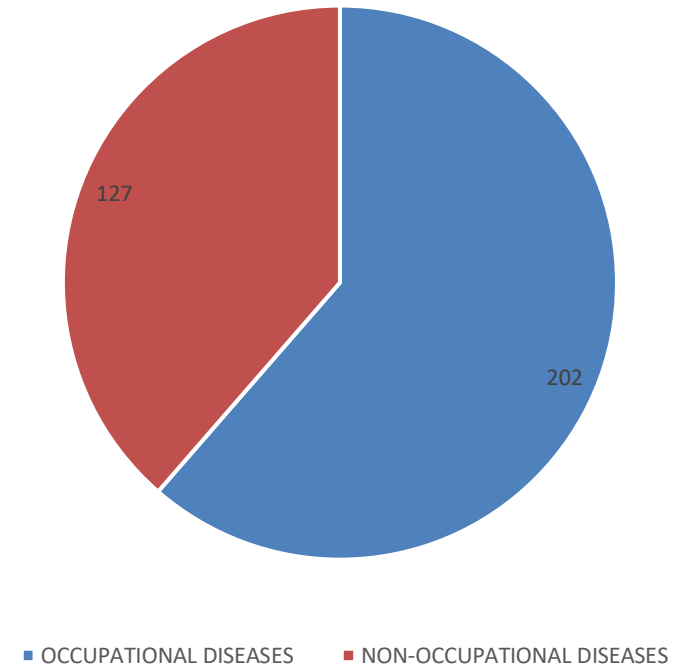
- Medical Surveillance – entry, periodic, exit.
- Currently no regulations requiring statutory health surveillance for mine workers in respect of specific health hazards such as lead, hazardous chemical substances (COSHH), Vibration, Ionizing radiation, Noise
- Most large-scale mining companies are compliant with regulatory requirements for medical examinations.
- Medical Board for the mining industry
 - Occupational disease diagnosis (Medical decision-makers)
 - Disability Assessment for workmen's compensation (Workmen's Compensation Law 1987)
 - Medical Retirement (occupational/non-occupational)

MEDICAL BOARD STATS (Dec 2015 to Jan 2024)

OCCUPATIONAL DISEASES AND INJURIES



OCCUPATIONAL vrs NON-OCCUPATIONAL DISEASES



Occupational hygiene

- Most large-scale mining companies have occupational hygiene units
- Few trained occ hygiene specialists in the mining industry. Mostly technicians who have learned on the job and have basic-level training.
- Advise on control measures but mostly PPEs
- Other areas such as ergonomics, air-borne pollutants (welding fumes, DPMs, lead)
 - First ergonomic assessment done by AGA-Iduapriem Mine leading to implementation of controls.
 - Health CCVs – AGA
 - Baseline RA + review

Scope of Occ Health in the context of mining

- Employee Wellbeing
 - Some companies have well-being units and have appointed well-being officers
 - Wellness programs – focusing on physical health and lifestyle disease management.
 - Employee Mental Wellbeing Programs
 - Outsourced to external providers (clinical psychologists)
 - Work and non-work-related factors contribute to employee mental health.
 - Ghana Chamber of Mines has played a key role
 - Committee on mental health – draft policy and procedures for mining companies and for companies to report quarterly to the chamber on the implementation of mental health policies.



INVITES YOU TO A WEBINAR
ON THE TOPIC:

WORKPLACE MENTAL HEALTH; THE ISSUES, THE IMPACT AND GOOD PRACTICES



FACILITATORS



Mr. Samuel Koffie
SENIOR MANAGER - H.S.E



Madam Vida Badu Oppong
CLINICAL PSYCHOLOGIST



Dr. Kwesi Gyeni Annor
MANAGER - HEALTH SERVICES

MODERATOR



Mr. Kennedy Ewuntomah
SENIOR MANAGER - HR

DATE: **11th May, 2022.**

TIME: **2pm**



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Time : 2pm

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Dr. George Obeng-Mensah
Medical Officer

Ms. Mavis Gyasi
Consultant Dietician

MODERATOR

Habeebi Jillian Opoku Ansah
Senior Nursing Officer/Employee Wellbeing Co-ordinator





Campaign World Diabetes Day – Mine-wide Awareness



Scope of Occ Health in the context of mining

- Community Health
 - As part of corporate social responsibility.
 - The company medical doctor liaises with key stakeholders in the public health directorate to understand the needs of the health sector and advise the company on which health projects to prioritize.
 - Community health is part of key corporate sustainability initiatives to ensure that communities are better off and to mitigate community health risks from mining.

Scope of Occ Health in the context of mining

- Community health
 - Medical Outreach Programs
 - Health screening (HIV, hypertension, Diabetes, prostate, cervical cancers, breast cancers)
 - Medical care (mobile clinics)
 - Health System Strengthening
 - Building medical facilities in neighboring communities
 - Donation of medical equipment, medications and consumables
 - National health insurance registration
 - Malaria control program – IRS, Larviciding, bed nets
 - Women health
 - Menstrual hygiene program
 - Breast and cervical cancer screening

Community Medical Outreach Program



DONATION OF MEDICAL EQUIPMENT TO COMMUNITIES



Conclusion

- Regulation has played some role in shaping occ health practice within the mining industry. But more essentially, the proactive efforts of individual companies have been more crucial.
 - Multi-nationality – standardization of practice across business units, benchmarking performance, and best practices among peers.
 - The role of audits - ISO 45001.
 - Community and employee awareness of the risk to health from mining
 - Avoidance of litigation and Community agitation
- The mining industry has seen a remarkable improvement in OH practice in the past decade.

REFERENCES

- <https://www.gcbbank.com.gh/downloads/research/sector-industry-reports/269-review-of-the-mining-sector-in-ghana-2022-final/file>
- <https://www.mincom.gov.gh/>