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Ghana Chamber Of Mines Launches Mental Health Policy For Mining Industry

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The Ghana Chamber of Mines has launched a mental health policy guideline to promote the psychological well-being of employees of member companies of the Chamber.

The policy guidelines seek to encourage members of the Chamber to adopt best practices in employee mental health promotion to ensure that workers within the mining space are of sound mind and able to achieve their full potential.

Launching the policy at the 5th Human Resources Conference in Obuasi, CEO of the Chamber, Dr. Sulemanu Koney stressed the need for employers and member companies to consistently ensure the mental wellbeing of employees.

Dr. Koney emphasized that the Chamber is keen on ensuring that employees are mentally stable and urged all Human Resource managers to ensure the full implementation of the policy within their respective companies. He added that it was important for HR professionals to support the physical and mental wellbeing of employees while encouraging continuous professional development, and contribution to societal advancement.

He further stated “Environment, Social and Governance (ESG) principles are taking centre stage globally in corporate performance considerations, and as industry players, particularly, Human Resources professionals cannot underestimate the critical role of social and governance issues in our respective organisations”.

Dr. Koney explained that “globally, the success of many organisations is being measured on ESG principles, hence Human Resources professionals need to play a critical role in achieving the social and ESG goals of their respective organisations”.

Minister for Lands and Natural Resources, Hon. Samuel Jinapor, who was the Special Guest of Honour at the Conference stated that the “health and safety of your workforce, their benefits and human rights guarantees, as well as the impact you make on local communities are critical to the success of your organisations. Research has shown that when employees are compensated fairly, assured of job security, and given social welfare benefits, among others, they tend to give out their best to achieve the organisational objectives.”

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Hon. Jinapor further explained that the mining industry was associated with many risks, so motivation and fair treatment were important for the workforce, who form the backbone of organisations’ success, adding that “this can only be achieved when Human Resource Departments work closely with workers’ unions to build consensus and strive towards organisational objectives together.” In addition to fair treatment and better remuneration is the need for diversity and inclusion, especially for persons with disability, he said.

The Minister stated that the sustainability of the mining industry in Ghana, and making Ghana the mining hub of Africa, did not lie in just training people but building local capacity, to respond to the mining needs of the entire continent. He therefore urged the HR professionals to take the localisation programme very seriously and ensure strict compliance to build adequate capacity across the value chain.

Touching on the issue of illegal mining, the Minister called on the Chamber to play a more active role in the fight because it was a key component of the ESG principles which the industry could not overlook.

He assured that Government was taking all the necessary measures to put a stop to the menace. “But the Chamber must play a more active role in this fight. Apart from its negative environmental impacts, illegal mining, also, affects your operations and indeed, your employees. The occasional clashes between illegal miners and your employees will be minimised if we join hands together to deal with illegal mining and develop our host mining communities.”

The two-day biennial conference, under the theme “Transforming People Management for a Sustainable Mining Industry in Ghana” was co-sponsored by AngloGold Ashanti. It attracted HR professionals from the mining industry, academia and regulators.

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People in Akrokerri and its surrounding communities turned-up in their numbers for this year’s Breast & Prostate Cancer Awareness and Screening program coupled with a Mini Clinic held at the forecourt of the Akrokerri Palace.

October every year has been set aside to create awareness on early detection of breast cancer. Under the theme “Early Detection Saves Lives”, the Obuasi Mine joined the rest of the world to commemorate this year’s Breast & Prostate Cancer Awareness at Akrokerri.

Beneficiaries of the free Breast and Prostate screening and health outreach including the aged, middle-aged, youth, children were very appreciative for the quality healthcare brought to their doorstep.

The AngloGold Ashanti Obuasi Mine led free health screening was in partnership with the Adansi North District Assembly and Health Directorate, AngloGold Ashanti Health Foundation (AGAHF), GIZ Developpe, Otumfuo Osei Tutu II Foundation and the AngloGold Ashanti Malaria Control Limited (AGAMal).

The Queen mother of Akrokerri Traditional Council, Nana Serwa Bruwaa II entreated women and men present to take seriously the education on breast and prostate cancer given by the health professionals.

Speaking at the durbar, the Acting Senior Manager, Sustainability, Edmund Oduro Agyei noted that AngloGold Ashanti has made commitments to improve the living conditions of its host communities which includes comprehensive array of health interventions. These he said features strongly in the mine’s recently launched 10-year Socio-Economic Development Plan (SEDP).

For the Executive Director of AGAHF, Dr. Kwadwo Anim, lifestyles like smoking, alcoholism and some eating habits which are risk factors for breast cancer and other cancers must be avoided by all. He advised the men to also do periodic checks for Prostate cancer and adopt healthy lifestyles. Prostate cancer he said is reported to be the second leading cause of male cancer deaths in Ghana.

The District Chief Executive for the Adansi North District Assembly, Hon. Eric Kwaku Kusi, underscored the importance of Stakeholders involvement in the fight against breast and prostate cancer.

He applauded AngloGold Ashanti and its partners for coming together for the massive awareness and screening as well as the mini clinic which included eye and dental care.
In January 2022, Golden Star Resources held a handover ceremony to signify its acquisition by Chifeng Gold. Chifeng is named after the city where the company is founded and it is the biggest non-state-owned gold mining company in China.

Its main gold products come from gold mines in China, Laos and Ghana. The highly regarded gold mining business veteran Mr. Jianhua Wang, affectionately called Chairman Wang, chairs Chifeng Gold. He was previously Chairman of Shandong Gold and President of Zijin Mining prior to taking over Chifeng Gold. In May 2022, Chairman Wang led a high-powered delegation from Chifeng Gold Headquarters for a visit to the newly acquired Golden Star Wassa Mine.

During the visit, hosted by Mr. Kevin Chen, Chairman of Golden Star Wassa and Mr. Shadrack Adjetey Sowah, VP and MD of Golden Star Wassa, Mr. Wang Jianhua and his team toured the mine site where he interacted with management and employees. In addition, he met traditional leaders and host communities to inspect sustainability projects and partnerships of Golden Star. He also interacted with industry regulators including the sector Minister as well as peers in the mining industry.

Since the acquisition, Chifeng has pumped in about USD 40 million into the operations of Wassa, which includes USD 9.7 million invested in equipment.

For the future Chifeng intends to grow the Wassa mine to make it a world class mine with a strong Environmental, Social and Governance focus.
The 3rd batch of AngloGold Ashanti Obuasi Mine’s Community Youth Apprenticeship Trainees (2022-2023) numbering 101 have been matriculated into the Community Youth Apprenticeship programme.

The training program which is expected to equip the youth with practical training to prepare them for the job market will focus on welding and fabrication, mechanical technician, and electrical technician, with AngloGold Ashanti absorbing the cost of the training.

The one-year program which will be held at the Mac Partners Training Institute, is a collaboration between AGA and Mac Partners Training Institute that aims to revamp the former AGA Training Centre to build capacity of the youth within host communities and beyond.

Speaking to the apprentices, Mr. Eric Asubonteng, Managing Director, Obuasi Mine noted that the Youth Apprenticeship Training programme features prominently in the Mine’s 10-year Socio-Economic Development Plan (SEDP). Mr. Asubonteng said it is evident that technical trainings have positive impact on the lives of the trainees as it prepares them for future employment, sharpen their skill set for industry at large, and particularly the mining industry.

Mr. Seth Quaye, Managing Director of Mac Partners, said after more than 100 years of mining in Ghana, the country did not have industry specific training institutions except the AGA Engineering Training Centre. He said Ghana being a mining country could not afford to slack in the quality manpower that the industry requires, adding that the center is positioned to fill that gap.

Gracing the matriculation was the Chief Executive Officer of the Ghana Chamber of Mines, Mr. Sulemanu Koney who praised AngloGold Ashanti for the initiative to develop the youth in her host communities in various technical skills which are needed to develop the country.

The Adansehene, Opagyakotwere Bonsra Afriyie II advised the youth to take advantage of the big opportunity given them for fruitful results. He was particularly excited about the inclusion of females in the programme.

An electrical student and beneficiary, Lydia Obiribia, vouched on behalf of the trainees to be committed and devoted to the opportunity given them. She was grateful to AngloGold Ashanti for the great initiative.
To commemorate this year’s Breast and prostate Cancer Awareness month, AngloGold Ashanti Obuasi Mine embarked on regular talks and free screening campaign for employees, contractors, and their dependents on the theme “Early Detection Saves Lives”.

Further, to help employees internalize the message on self-Breast examination, a brief session was held at the mine entrance today Friday October 28, 2022, where Doctors and Nurses from the AngloGold Ashanti Health Foundation (AGAHF) demonstrated how to self-examine the breast for foreign lumps. Beatrice Adobea Ofori, Senior Midwifery Officer at AGAHF, led the demonstration.

Dr. Justin Dakorah, Principal Medical Officer, Occupational Health at AGAHF in a brief remark, said continuous screening and healthy lifestyle practices would go a long way to ensure employees are healthy and strong to work safely.

Mr. Meshack Baah, Senior Manager, Human Resource, Obuasi Mine, thanked AGAHF for the support during the month-long campaign as well as employees and contractors for actively going for both the Prostate and Breast screening.

Enthusiastically engaging employees, Mr. Eric Asubonteng, Managing Director of Obuasi Mine, praised contractors and employees for actively participating in the month-long event and urged all others to get screened.

Mr. Asubonteng noted that management values healthy employees, hence would continually collaborate with AGAHF for regular education and screening which he believes would go a long way to address concerns relating to breast and prostate cancer.
As part of efforts to promote good health and wellbeing for all at all ages in line with the Sustainable Development Goals (SDG 3), Iduapriem Mine organized its quarterly community health outreach to provide quality healthcare for its host community residents on Wednesday, 12 October 2022. The outreach was held at the Teberebie Community Centre and brought together residents from surrounding communities in the Mine’s catchment area.

A team of doctors, nurses, dentists, optometrists, pharmacists, and laboratory technicians was present to render primary medical care and treatment to over 800 residents. The community residents were offered free medical services ranging from general consultations to laboratory examinations, dental care, drug dispensing, HIV counselling and testing, as well as eye, ear, nose, and throat screening.

The outreach was organized in collaboration with the Municipal Health Directorate of the Ghana Health Service. Alongside the community health outreach, the Mine, in partnership with German Development Cooperation (GIZ), organised a free National Health Insurance Scheme (NHIS) registration exercise for 2,500 persons across its catchment communities. The registration covered persons below 18 years, above 60 years, pregnant women, and persons with disability.
Chamber Of Mines Presents Cheque to Support 2022 Farmers Day
Presentation of Certificates at the Public Relations, Environment and Sustainability Seminar In Pictures
Some Speakers at the Human Resource Practitioners’ Conference at Obuasi
Human Resource Practitioners at the Conference at Obuasi
Human Resource Practitioners Touring Mac Partners during the Conference at Obuasi
Launch of Mental Policy During the Human Resource Conference at Obuasi