

## Zeal Environmental Technologies Limited, Ghana

### Company Profile

Established in 1977, Zeal Ltd. provided corrosive engineering and structural maintenance services to mining companies in Ghana. In 2006, Zeal Environmental Technologies Ltd. (ZETL) took over the going concern of Zeal Ltd. to operate the Takoradi Port Reception facility with International Maritime Organization Marpol 73/78 Treaty. ZETL is a waste management, tank cleaning oil spill response and chemical supply company that now has three operating facilities in Takoradi with 129 employees. ZETL provides services to the Jubilee partners—with Tullow as the lead operator—and other oil and gas companies in the West African sub-region. ZETL operates an integrated oilfield waste management facility at Nyankrom, Shama district.



### Malaria Control

In early 2017, ZETL's human resources officer observed unusually high malaria sickness among the staff. At the time, there were no malaria-specific data-tracking mechanisms to confirm their suspicions, so the human resources department put a mechanism in place to examine malaria-specific absenteeism; they collaborated with the environmental health, safety and security (EHSS) unit and the designated hospital for staff to collect monthly malaria records for its staff. ZETL discovered that from June to September 2017, malaria accounted for 40% of illnesses among ZETL's staff.<sup>1</sup> They used attendance records from the hospital to calculate estimates for the

financial impact of malaria. From June 2017 to October 2017, the company incurred costs of US\$1,725.23 for staff malaria treatment and lost productivity from malaria absenteeism.

The following tables show the monthly figures between June and September 2017 for absenteeism and malaria-related hospital attendance for ZETL staff.

With proof that malaria was a threat, ZETL rapidly embraced malaria control. In 2017, ZETL signed on to the Malaria Safe Initiative,<sup>2</sup> a collaborative private-sector platform designed by the PSMP project of Johns Hopkins Center for Communication Programs and funded by the

| <b>Zeal Environmental Technologies LTD:<br/>Data on Malaria-related Absenteeism and<br/>Hospital Attendance (June–September<br/>2017)</b> |  |  |
|---|--|--|
| <b>Month</b>  | <b>Absenteesim<br/>(days lost per<br/>month)</b> | <b>Malaria-<br/>related<br/>Outpatient<br/>Attendance<br/>(no. of staff)</b> |
| June  | 40   | 8  |
| July  | 6  | 3  |
| August  | 7  | 2  |
| September   | 3  | 2  |

U.K.'s Department for International Development. PSMP supports companies to reduce the burden of malaria for their workforces and communities.

Recently, ZETL has been working closely with Private Sector Malaria Prevention (PSMP) to use a Malaria Safe dashboard tool to track malaria incidence and absenteeism among staff and members of the surrounding communities.

A growing recognition among ZETL's managers and company executives of the need for malaria control coincided with the requirements of an oil and gas company client that mandates all contractors and service providers have malaria control programs. That client is also a Malaria Safe company and they referred ZETL to PSMP.

ZETL immediately incorporated malaria screening and education into its week-long annual community health screening event in 2017. With community leaders, community members, and ZETL executives in attendance, ZETL distributed 200 insecticide-treated nets (ITNs) for the Nyankrom community through this event, at an estimated cost of US\$682.00. At half that cost, it purchased 100 ITNs for its permanent staff. During employee meetings, staff are reminded to use their ITNs and they are trained how to use them effectively. As well, an EHSS advisor regularly hosts informal one-on-one discussions with staff on how to

use ITNs. For staff who work at night, the company also began providing mosquito repellent to protect them from outdoor biting.

"We want to get to the point where absenteeism will be due to circumstances beyond our control and not due to circumstances that we could prevent," said Mercy Narkie Ababio, human resources officer.

The following table lists ZETL's malaria interventions in Ghana, including the corresponding Malaria Safe pillars: education, protection, and visibility.

ZETL is optimistic about the success of its malaria activities, for implementation and impact. "We foresee that in the long-term, we will get good benefits out of it, in terms of increase in productivity, cutting our costs in terms of malaria treatment," said Emmanuel Isaac-Aryee, ZETL Assistant EHSS Advisor in Ghana. "We will also increase awareness on malaria and minimize absenteeism."

<sup>1</sup> All data was presented in this profile was obtained through ZETL-Ghana's human resources department.

<sup>2</sup> Malaria Safe was developed to motivate private sector engagement in the fight against malaria. It mobilizes partners from various sectors to build political and popular will for the fight against malaria through collaborative capacity building for malaria prevention and accountability among partners.

| <b>Malaria Safe Pillar</b> | <b>Interventions</b>   |
|----------------------------|--|
| Education                  | Education on LLIN use for staff through toolbox discussions.                           |
|                            | Malaria education and screening to community during week-long annual screening events. |
| Protection                 | Purchased and distributed 100 LLINs to employees and 200 to the surrounding community. |
|                            | Provided mosquito repellents for night shift workers.                                  |
| Visibility                 | Community-based malaria awareness through annual health screening week.                |



PSMP is a three-year project funded by the United Kingdom Department for International Development (DFID) and operated by the Johns Hopkins Center for Communication Programs (CCP). The purpose of the PSMP is to catalyze private sector engagement in malaria control, in particular in the supply and distribution of Long Lasting Insecticidal Nets (LLIN).