



ASIA PACIFIC
BUSINESS
COALITION
ON AIDS

CASE STUDY 2008 Ok Tedi Mine Limited

Know your HIV status



CASE STUDY SNAPSHOT

The Ok Tedi Mine Limited (OTML) is a major producer of copper concentrate for the world smelting market. Located in the remote north of Papua New Guinea's (PNG) Western Province in the Star Mountains, OTML extracts and exports copper, gold and silver concentrate to markets in Europe and the Asia-Pacific region. It's headquarters are in the township of Tabubil, while the mine site is located at Mount Fubilan, 18 kilometres from the Indonesian border.

OTML is a conglomerate with the majority share held by the PNG Sustainable Development Program Ltd (52%), in conjunction with the National and Provincial governments, local landowners (30%) and Inmet Mining Corporation (18%). The company commenced mining in 1981 and currently employs more than 2000 people, of whom the majority are PNG nationals.

OTML is a leader in the PNG business community on HIV and health issues, and is delivering high quality services to its employees, and the citizens of Western Province. The company's HIV and AIDS program began in 2003 and gained strength in 2006 with the adoption of the OTML HIV and AIDS Charter. After five years of delivering its HIV Program, OTML is sharing best practice in HIV and health through its platinum membership of the PNG Business Coalition on HIV and AIDS (BAHA) and its relationship with Asia Pacific Business Coalition on AIDS (APBCA).

BUSINESS CASE

Western Province is both the largest and least populated region of PNG. The history of HIV in the North Fly River region is undocumented, but as early as 1994 Tabubil Hospital diagnosed its first HIV positive patient. At that time, the extent of the problem was largely unknown. In 2003 OTML's General Manager of Community and Business Support and the public health doctor, visited South Africa to understand how the mining industry and communities were being affected by the HIV epidemic. At that time, South Africa's HIV prevalence was 27.9%. Global awareness of the HIV problem in South Africa was growing following news that the South African High Court had ordered the government to provide anti retroviral treatment (ART) to pregnant women to prevent mother to child transmission. The team returned to PNG concerned about the potential impact of HIV on the industry and the communities of Western Province. Shortly after, OTML's HIV response was initiated.



The main factors contributing to HIV transmission are:

- Heterosexual, unprotected sex
- Multiple sexual partners
- High levels of untreated sexually transmitted infections
- There is no evidence of injecting drug use and very little male to male sex.

The social factors contributing to PNG's HIV epidemic are:

- **Poverty:** Limited access to funds particularly in large families force parents to select children for school. As males are often chosen ahead of females, young girls and women have fewer educational and economic opportunities, resulting in limited financial and social prospects. Constrained family funds, low levels of female literacy, empowerment and social status, increase the incentive for women to exchange sex for cash or non monetary favours.
- **Gender inequity:** Social and cultural attitudes create an environment with greater risks of HIV infection for women. Women are frequently blamed for the transmission of the disease, lack negotiating power over safe sex options and fear violence if they confront their male partner's sexual history. Moreover, the condoned practice of older men having sexual relations with increasingly younger women, biologically poses a greater risk for women.
- **Fear, stigma and discrimination:** Lack of knowledge and information reinforce negative attitudes, behaviours and stereotypes, fuelling shame and compounding fear and discrimination. Violence, and the threat of retribution in the face of HIV morbidity and mortality, thwart willingness to openly engage in positive protective sexual behaviours, such as using condoms or seeking VCT.
- **Mobile populations:** Increasingly, people are seeking work and lifestyle changes, moving to locations with employment and development opportunities, including resource industries in rural areas. Many however are unable to secure employment, leading to poverty in the over crowded settlements. This is a major cause of overall poor health as well as casual or transactional sex, with risks of STI and HIV transmission.
- **Polygamy and informal marriages:** Cultural practices are increasing the risk of HIV infection, particularly where HIV awareness is low and access to health services and prevention items such as condoms are limited.



OTML HIV AND AIDS PROGRAM INTERVENTIONS

HIV and AIDS Charter



OTML adopted its HIV and AIDS Charter in 2006, which established the governing principles of the company's HIV and AIDS response. Since establishing the Charter, the company's activities have evolved into a comprehensive package of staff education and training, community awareness and theatre groups, condom distribution, mobile VCT, clinical services including ART, PMTCT and TB screening, as well as community based care and support programs.

The principles of the Charter are:

Commitment: OTML is addressing the issue of HIV AIDS through high level leadership and corporate policies that clarify and protect employee rights; compulsory training for senior and middle management staff and advocacy through responsible corporate contracts.

Comprehensive: The OTML HIV Program is consistent with the PNG Government's HIV Strategic Plan. It is comprehensive in its scope, in that it provides prevention education, condom distribution, voluntary counselling and testing, management of sexually transmitted infections and care and support for people living with HIV.

Collaboration: OTML supports and works closely with the government and other organisations contributing to health and HIV program delivery. This includes the National AIDS Council, World Health Organisation, Asia Development Bank, Global Fund, International Education Agency, national research institutions, and local schools, communities and faith based organisations. The company was one of the early supporters of the PNG Business Coalition Against HIV and AIDS (BAHA) and is a platinum sponsor.



“KNOW YOUR HIV STATUS”

Raising Awareness, Changing Attitudes

OTML found two key issues were affecting the rate of participation in voluntary counselling and testing – service accessibility and the belief that people needing HIV tests are only those with multiple sexual partners. To respond to this, in 2008 OTML launched a community wide campaign called “Know Your HIV Status”. Local media, including Radio Fly (pictured above), were used extensively to increase health promotion information through prevention messages on radio and television. Mobile VCT was introduced for employees, contractors and communities, to make it more accessible. In the 11 months since the campaign launched, more than 40% of the work force have received a mobile counselling and education session, with 18% of employees and 8% contractors opting for a confidential blood test.

Education, Training and Awareness

OTML has invested heavily in HIV education and training using a mix of outside organisations and in-house experts, in both continuous and intermittent courses. These include basic awareness, peer education, home based care, corporate training, management of HIV counselling and testing, integrated management of adult and adolescent illnesses and syndromic management of sexually transmitted infections.

It is mandatory for every OTML team leader, supervisor and manager to participate in an HIV training course, to equip them with HIV knowledge and health promotion skills to impart to their teams. Since 2006, more than 90% of all OTML team leaders and managers have undergone compulsory HIV corporate training. All other OTML and contractor staff receive “toolbox training”, which are shorter sessions during which key HIV messages and information are delivered during OH & S sessions.

OTML also encourages training for community groups, including home based care and basic awareness. Under the Tingim Laip program theatre training for youth provided an opportunity for young people to form the core component of the 2008 World Aids Day celebrations.

Condom Distribution

OTML ensures a constant supply of condoms, which are distributed in the Star Mountains area. A local landowner company assists with daily on and off site distribution. In 2008, over 150,000 condoms were distributed to strategic locations.



Clinical Programs

The Tabubil Hospital and Health Centre has a thirty-four bed hospital, four isolation rooms, an eight bed extended care ward as well as a four bed emergency centre. There is an OTML staff out-patients area, general out-patients and a maternal and child health department.

The Centre treats more than 150 admissions and 12,000 outpatients each month. The OTML medical staff include five full time doctors (general practitioner, physician, two surgeons, and an obstetric & gynaecologist) as well as visiting specialists, health extension officers, more than 70 nursing officers and aides, aid post and medical orderlies, dental staff, radiographers and medical laboratory technicians.

Potential and confirmed HIV and AIDS patients are supported through a variety of clinical programs. These include volunteer and provider initiated counselling and testing, partner counselling, management of opportunistic infections, tuberculosis screening, anti retroviral therapy, prevention of mother to child transmission, management of sexually transmitted infections and post exposure prophylaxis.

Sexually Transmitted Infection (STI) Surveillance and Management

OTML considers STI surveillance and management a vital part of the HIV program. STI staffing includes male and female trained clinicians to provide gender sensitive care and treatment. Contact tracing is promoted through a confidential and anonymous referral card system. In 2008, OTML joined the National STI Sentinel Surveillance program, becoming one of nine national sites monitoring the incidence of sexually transmitted infections.

Treatment, Counselling and Care

OTML was able to extend the continuum of care with antiretroviral (ART) drugs in 2006 when health workers were trained to prescribe ART. The ARV program remains a strong centre piece of the HIV program at Tabubil and OTML is providing technical support and drug procurement to other health facilities and providers in the district.

Preventing Mother to Child Transmission

Renovations were completed on a room specifically dedicated to the company's rapid voluntary counselling and testing service at the hospital.

OTML provides services to support pregnant HIV positive women and prevent the transmission of HIV from mother to child. Currently, the hospital oversees approximately 700 deliveries a year. In 2008 OTML managed two new HIV positive parents in the birth of their children. The outcomes of both cases have been successful, with both babies in good health and remaining HIV negative.



CASE STUDY SOURCES

OTML Presentation to Asia Pacific Business Coalition AIDS workshop: HIV in the Workplace – Best Practice Approaches, Port Moresby, January 30th-31st 2007

OTML Website: <http://www.oktedi.com/>

OTML News 2008: Corporate Newsletter

OTML Presentation: “Know Your HIV Status”

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