

Occupational Health and Safety Baseline Risk Assessment - Coal staiths lashing

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| Business/Operating Unit: | CAMDEN POWER STATION | Department: | Energy Department | Next Review Date (every 2 years): | 18/01/2025 | Template Identifier: | 240-70044602 |
| Date: | 29 February 2024 | Prepared by: | Authorised by: | Name | Jabouille Nikosi | Document ID | 240-157223320 |
| | | | | Designation | Energy | Revision number: | 5 |
| | | | | Signed | <i>P. Nikosi</i> | Revision date: | 30-Apr-27 |
| | | | | Date | 07/03/2024 | | |

Refer to Occupational Health and Safety Risk assessment Procedure 32-520

| List activity | Activity type (Routine/Non-routine) | Hazard or | Hazard Identification | Risk to | Associated risk | Risk type | Cause(s) of the risk | Exposed group/people | Risk Owner | Exposure pattern | What are the possible consequences? | Existing Controls | Controlled | Residual Risk | Additional Controls or Tests Aimed at Improving Existing Controls | Monitoring Mechanisms | Control Owner | Legal and Other Requirements | Target Date | Current Status | Integrated Risk Management (IRM) reference number | |
|--|--|-----------|---|---------|--|------------------|---|--|---|---|--|---|------------|-------------------------|---|--|---|--|--|---|--|-----|
| List specific activities to be performed during the assessment. The response to be used, the personnel involved in the task. | 1. Routine activities and situations create hazards through day-to-day operations and normal activities. 2. Non-routine activities and situations are occasional or infrequent. | # | Anything with potential to cause harm. Note: A hazard can pose more than one risk. | # | A chance that injury, ill health or damage could occur as a result of uncontrolled hazard. | Safety or health | What causes the risk to come into effect? | Who is exposed to the hazard? i.e. visitors, members of the public, etc. | Others are accountable for making sure the controls and measures are in place, implemented, regularly reviewed for effectiveness. | The frequency and duration the group(s) is exposed to the hazard (e.g. Daily for 2 hrs) | Consider the worst case scenario without controls? | Include: Administrative Controls - Controls implemented to eliminate hazards or reduce the likelihood of the risk occurring, and - Residual Controls - Controls implemented to reduce the immediate impact of the risk occurring Substitution - Isolation - Administrative Controls - Personal protective equipment (PPE) | Controlled | Risk Fully Effective | RCE Risk Control Effectiveness | How we know if we are successfully reducing the risk: This may include i.e. measurements, inspections, observation where necessary. | Person allocated the responsibility for implementing the agreed controls (if applicable). | Where relevant, list the relevant legislative and/or Edom requirements that prescribe the control. | Once a table has been agreed to, the table can be changed (if applicable). | Pending, In Progress, Complete (if applicable). | Where applicable, add IRM system reference number for tracking of treatment actions. Applicable to risks that have an impact on business objectives or require intervention from Senior or Executive management and not necessarily every engineering project as a control. | |
| Driving of vehicles | Non-Routine | 1 | Over speeding of vehicles | 1 | MVA | Safety | Not paying attention, not familiar with the road, making use of cell phone, distractions, exposed to unsafe behaviours, congested roads, Pedestrians and live stock, Taxi and Truck on the road, Civil unrest, Negligent driving, Potholes and Weather conditions (rain, misting, etc) Fatigue from working standby | Employees/Public | Energy Manager | Daily | Injuries/Fatalities to driver and pedestrians or property damage | Staff driving vehicles to have national driver's license and Eskom driver's evaluation permit, vehicles in roadworthy condition, only authorised staff is permitted to use Eskom vehicles, Daily vehicle inspections, routine maintenance of vehicles, and obeying of all traffic laws, Adherence to life saving rules, Conduct travel route risk assessment, maintenance of station and Oak road, Create and | 1 | C | High | Adhere/maintain the existing controls | Vehicle Inspections, Audits, Drive Cam, Inspect Oakstation road, Incident Statistics. | Energy Manager | Occupational Health and Safety Act, Act 85 of 1993 (OHS Act) Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 (COID) Environmental Regulations for Workplaces, 1987 General Safety Regulations, 1988 General Administrative Regulations, 2003 V15 | Drive Cam Installation - | In Progress | N/A |
| | Non-Routine | 2 | Driving without safety belt buckled up | 2 | Severe Injuries and fatalities when involved in an Accident | Safety | Not adhering to life saving rules | Employees | Energy Manager | Daily | Lost Time Injury or severe injuries and fatalities | Awareness and Acknowledgement of Life Saving Rules through induction, Road and vehicle safety campaigns, Conducting VF/BSO, Conducting toolbox talks, Installation of Drive Cam. | 1 | C | High | Adhere/maintain the existing controls, Consequence Management | VF/BSO analysis, Drive Cam. | Energy Manager | Occupational Health and Safety Act, Act 85 of 1993 (OHS Act) Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 (COID) Environmental Regulations for Workplaces, 1987 General Safety Regulations, 1988 General Administrative Regulations, 2003 Facilities Regulations, 1990 General Safety Regulations, 1988 General Administrative Regulations, 2003 W13 Eskom Life-Saving Rules Standard, 240-62196227 | Drive Cam Installation - | In Progress | N/A |
| | Non-Routine | 3 | Reversing a vehicle into a Parking lot. | 3 | Property damage, Injuries, Collide with other vehicles. | Safety | Failure of drivers to observe while parking Impatience of other drivers while reversing Time pressure Distraction Small parking design | Employees | Energy Manager | Daily | Property damage, Motor vehicle accident and injuries | Conduct awareness on reverse parking Induction training covers reverse parking | 1 | C | High | Adhere/maintain the existing controls, Consequence Management | Inspections. | Energy Manager | Occupational Health and Safety Act, Act 85 of 1993 (OHS Act) Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 (COID) General Safety Regulations, 1988 General Administrative Regulations, 2003 Facilities Regulations, 1990 | Reverse parking signs - 30 April 2023 | In Progress | N/A |
| | Non-Routine | 4 | Driving during the night | 4 | MVA, Property damage, Injuries and Fatalities Collide with other vehicles. | Safety | Not paying attention, not familiar with the road, making use of a cell phone, distractions, cellphones, exposed to unsafe driving behaviours, congested roads, Pedestrians and stray animals, Taxis and Trucks on the road, Civil unrest, Negligent driving, Weather conditions(rain, misting, etc) & hijacking Fatigue from working standby | Employees | Energy Manager | Daily | Injuries/Fatalities, Property damage and Trauma | Staff driving vehicles to have national driver's license and Eskom driver's evaluation permit, vehicles in roadworthy condition, only authorised staff is permitted to use Eskom vehicles, Daily vehicle inspections, routine maintenance of vehicles, and obeying of all traffic laws, Adherence to life saving rules, Conduct travel route risk assessment, maintenance of station and Oak road, Create and | 1 | C | High | Adhere/maintain the existing controls, Consequence Management | Vehicle inspections, Audits, Drive Cam, Inspect Oakstation road, Incident Statistics. | Energy Manager | Occupational Health and Safety Act, Act 85 of 1993 (OHS Act) Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 (COID) Environmental Regulations for Workplaces, 1987 General Safety Regulations, 1988 General Administrative Regulations, 2004 | Drive Cam Installation - | In Progress | N/A |
| Office work | Non-Routine | 5 | Inadequate/ Excessive lighting | 5 | Straining and or irritation of the eyes | Health | Too many lights installed Dirty light covers Defective lights | Employees | Energy Manager | Daily | Eye strains Headaches | Conducting illumination surveys Monthly PM's Medical surveillance Illumination awareness Closing of survey actions | 2 | B | Medium | Adhere/maintain the existing controls, Consequence Management | Illumination survey Monthly PM SAP QM | Energy Manager | Occupational Health and Safety Act, Act 85 of 1993 (OHS Act) Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 (COID) Environmental Regulations for Workplaces, 1987 General Safety Regulations, 1988 General Administrative Regulations, 2003 SANS-10114 of 2020 Part 1 and 3 | Ongoing | In Progress | N/A |
| | Non-Routine | 6 | Computer/laptop/desktop | 6 | Poor Ergonomics at workstations | Health | Bad posture/incorrect working position | Employees | Energy Manager | Daily | work related upper limb disorders, repetitive strain syndrome, carpal tunnel syndrome. | Conducting ergonomics surveys/shift assessment Medical surveillance Ergonomics awareness Closing of survey/risk assessment actions | 2 | B | Medium | Adhere/maintain the existing controls, Consequence Management | Illumination survey Monthly PM SAP QM | Energy Manager | Occupational Health and Safety Act, Act 85 of 1993 (OHS Act) Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 (COID) Environmental Regulations for Workplaces, 1987 General Safety Regulations, 1988 General Administrative Regulations, 2003 | In Progress | In Progress | N/A |
| | Non-Routine | 7 | Floor | 7 | Slipping, Tripping and Falling | Safety | Wet floor, cable, loose carpet/tiles, uneven surface | Employees | Energy Manager | Daily | First aid/injuries or possible fractures | All staff to obey warning signs and be on the look out for slipping and tripping hazards. Use of warning signs when floors are wet, Toolbox talks, apply situational awareness. | 2 | B | Medium | Adhere/maintain the existing controls, Consequence Management | Inspections VF/BSO SHE rep inspection book | Energy Manager | Occupational Health and Safety Act (Act No. 85 of 1993) General Safety Regulations, 1988 General Administrative Regulations, 2003 | In Progress | In Progress | N/A |
| | Non-Routine | 8 | Photocopying machine | 8 | paper cut | Safety | Not focussing while operating the machine paper jams | Employees | Energy Manager | Daily | hand injuries | Warning sign on machine, Toolbox talks, STAR principle | 2 | B | Medium | Adhere/maintain the existing controls, Consequence Management | Inspections Routine Service | Energy Manager | Occupational Health and Safety Act (Act No. 85 of 1993) General Safety Regulations, 1988 General Administrative Regulations, 2003 X21 | In Progress | In Progress | N/A |
| | Non-Routine | 9 | Portable electrical equipment | 9 | Fire Electrocution | Safety | Defective electrical equipment Poor housekeeping | Employees | Energy Manager | Daily | Injuries, fatalities and property damage | Fire detection in offices, earth leakage on electrical boards, Regular inspections of electrical equipment (PEE checks), SHE rep monthly inspections, Basic fire fighting training, Emergency drills. | 4 | B | High | Adhere/maintain the existing controls, Consequence Management | Inspections Housekeeping, PM's, Gemba walk and SHE) | Energy Manager | Occupational Health and Safety Act (Act No. 85 of 1993) General Safety Regulations, 1988 General Administrative Regulations, 2004 | In Progress | In Progress | N/A |
| | Non-Routine | 10 | Hydroboil | 10 | Burns | Safety | Air trapped within Hydroboil causing hot water to splash on person. Not paying attention while using the hydroboil. Defective hydroboil. | Employees | Energy Manager | Daily | Burns | PM's, Hydroboil has warning signs, Conduct awareness on usage of hydroboil. | 4 | B | High | Adhere/maintain the existing controls, Consequence Management | Inspections Housekeeping, PM's, Gemba walk and SHE) VF/BSO | Energy Manager | Occupational Health and Safety Act, Act 85 of 1993 (OHS Act) Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 (COID) General Safety Regulations, 1988 General Administrative Regulations, 2003 Facilities Regulations, 1990 240-1059634 OHS Opportunity Register | In Progress | In Progress | N/A |
| | Non-Routine | 11 | Heating ventilation and air-conditioning system (HVAC) | 11 | Discomfort and increased stress upon staff due to elevated temperature, CO2 level, respiratory problems. | Health | Poor serviced HVAC system | Employees | Energy Manager | Daily | Heat & discomfort | PMS, Indoor air quality surveys | 3 | B | High | Adhere/maintain the existing controls, Consequence Management | Inspections and surveys | Energy Manager | Occupational Health and Safety Act (Act No. 85 of 1993) General Safety Regulations, 1988 General Administrative Regulations, 2004 | In Progress | In Progress | N/A |

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| | Non-Routine | 12 | Manual Handling | 12 | Strains and sprains, Fractures, dislocations. | Safety | Improper lifting techniques | Employees | Energy Manager | Daily | Injuries | Awareness Ergonomics assessment Correct tools for the activity Medical surveillance | 4 | B | III | Fully Effective | Adhere/maintain the existing controls, Consequence Management | VF/LSGO, Ergonomics risk assessment | Energy Manager | Occupational Health and Safety Act (Act No. 85 of 1993) General Safety Regulations, 1988 General Administrative Regulations, 2003 240-1558024 OHS Opportunity Register | In-Progress | N/A |
| Interaction amongst employees | Routine | 13 | Bullying | 13 | Compromised self esteem causing depression and suicidal thoughts | Health | Lack of interpersonal skills and relationship with other employees. Individual background and social issues. | Employees | Energy Manager | Daily, 8hrs | Injuries, fatalities and depression | Implementation of HR policies and procedures Awareness | 4 | B | III | Fully effective | Adhere/maintain the existing controls, Consequence Management | EAP Cases | Energy Manager | Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) 240-43848327 Right to Refuse to Work in an unsafe condition procedure 32-520 Occupational Health & Safety Risk Assessment Procedure 32-477 Safety Health and Environment Training and Development 32-285 Medical | In-Progress | N/A |
| | | 14 | Drugs | 14 | Injuries and Mental health issues | Health | Peer pressure, Social factors | Employees | Energy Manager | Daily, 8hrs | Injuries, fatalities and Depression | Self or Employer recommendations to visit Employee Assistant programme facilities always welcomed HR policies and procedures Awareness | 4 | B | III | Fully effective | Adhere/maintain the existing controls, Consequence Management | EAP Cases | Energy Manager | Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) 240-43848327 Right to Refuse to Work in an unsafe condition procedure 32-520 Occupational Health & Safety Risk Assessment Procedure 32-477 Safety Health and Environment Training and Development 32-285 Medical surveillance 32-95 Rev. 4 Environmental Occupational Health and Safety Incident Management Procedure | In-Progress | N/A |
| | | 15 | Gender discrimination | 15 | Compromised self esteem, Fatalities | Health | Gender intolerance leading to suicidal thoughts | Employees | Energy Manager | Daily, 8hrs | Fatalities Depression | Awareness on HR policies and procedures managing gender based discrimination. | 4 | B | III | Fully effective | Adhere/maintain the existing controls, Consequence Management | EAP Cases | Energy Manager | Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) 240-43848327 Right to Refuse to Work in an unsafe condition procedure 32-520 Occupational Health & Safety Risk Assessment Procedure 32-477 Safety Health and Environment Training and Development 32-285 Medical surveillance 32-95 Rev. 4 Environmental Occupational Health and Safety Incident Management Procedure | In-Progress | N/A |
| | | 16 | Unrest | 16 | Injuries and Property damage | Safety | Misunderstanding between employees and management | Employees | Energy Manager | As and when they occur | Property Damage Injuries | Implementation of Emergency Preparedness Plan Liaison with Security Intelligence Local Police liaison with the organisation if there are road blocks around. Employees use alternative roads for access Activation of JPC | 4 | B | III | Fully Effective | Adhere/maintain the existing controls, Consequence Management | EP Meetings JPC Meeting Contingency plan | Energy Manager | Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) 240-43848327 Right to Refuse to Work in an unsafe condition procedure 32-520 Occupational Health & Safety Risk Assessment Procedure 32-477 Safety Health and Environment Training and Development 32-95 Rev. 4 Environmental Occupational Health and Safety Incident Management Procedure | In-Progress | N/A |
| | | 17 | Heat | 17 | Burns Heat rash Dehydration Heat stroke | Health | Exposed to excessive heat | Employees | Energy Manager | Weekly | Burns Heat rash Dehydration Heat stroke | Awareness training Conduct atmospheric testing Heat hydrated Heat stress survey | 4 | B | III | Fully Effective | Adhere/maintain the existing controls, Consequence Management | Inspection, Audit | Energy Manager | Occupational Health and Safety Act, Act 85 of 1993 (OHS Act) Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 (COID) General Safety Regulations, 1988 General Administrative Regulations, 2003 | In-Progress | N/A |
| Accessing the stairhse | Routine | 18 | Excessive Weather (rain,) | 18 | Flu and medical condition | Safety/ Health | reduce visibility, make roads slippery | Employees | Energy Manager | Weekly | Medical condition , slippery cause injuries | Awareness training conduct risk assessment | 3 | B | III | Fully Effective | Adhere/maintain the existing controls, Consequence Management | Inspection, Audit | Energy Manager | Occupational Health and Safety Act, Act 85 of 1993 (OHS Act) Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 (COID) General Safety Regulations, 1988 General Administrative Regulations, 2003 | In-Progress | N/A |
| | | 19 | PF dust | 19 | Respiratory issues, Skin irritation, eye irritation | Health | Fly ash Lack of training and knowledge Ineffective PPE Inadequate Risk assessment Inadequate communication | Elcom Employees | Energy Manager | Weekly | Lung cancer Respiratory ailments | Employees are subjected to periodic medical testing by the Medical Health Practitioner. Plant is cleaned daily Maintain plant in a serviceable condition to reduce exposure Employees must be subjected to training and education (induction), which includes dust exposure and costal assessment. | 4 | B | III | Fully Effective | Adhere/maintain the existing controls, Consequence Management | Inspections, audits | Energy Manager | Occupational Health and Safety Act (Act No. 85 of 1993) Regulation for Hazardous Chemical Substance (1985) Environmental Regulations for Workplaces (1987) General Safety Regulations, 1988 General Administrative Regulations, 2003 | In-Progress | N/A |
| | | 20 | Exposure to noise above 85dB | 20 | Noise induced/hearing loss | Health | exposure to continuous noise above 85dB for more than 8hrs | Employees | Energy Manager | Weekly | Noise Induced Hearing Loss | Occupational hygiene surveys are conducted to determine noise exposure levels. Employees are subjected to automatic testing by the Medical Health Practitioner. Employees are provided with hearing protection device. Noise awareness are conducted | 4 | B | III | Fully Effective | Adhere/maintain the existing controls, Consequence Management | Inspection, Audit | Energy Manager | Occupational Health and Safety Act, Act 85 of 1993 (OHS Act) Noise-induced Hearing Loss Regulations, 2003 Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 (COID) General Safety Regulations, 1988 General Administrative Regulations, 2003 SANS 10083 of 2022 | In-Progress | N/A |
| | | 21 | Moving Machinery | 21 | Injuries Fatality Runover | Safety | Defective machine Poor visibility Lack of concentration | Employees | Energy Manager | Weekly | Injuries Fatality Property damage Caught in between Struck by | Only authorized/competent persons are operating the machine Maintenance and service of the machine Emergency stop button Safety signage are displayed in the machine | 4 | B | III | Fully Effective | Adhere/maintain the existing controls, Consequence Management | Observations Supervision Inspections | Energy Manager | Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) Compensation for Occupational Injuries and Diseases Act, 1993 (Act 130 of 1993) General Administrative Regulations, 2003 General Safety Regulations, 1988 240-1558024 OHS Opportunity Register | In-Progress | N/A |
| | | 22 | Rotating Machinery | 22 | Caught in between Injuries, Fatality | Safety | Defective machine guarding for the rotating shafts Hip points Lack of training Loss clothing | Employees | Energy Manager | Daily | Injuries Fatality Property damage | Only authorized/competent persons are operating the machine Rotating machinery is safeguarded and maintained at required intervals Wear correct PPE Employees are not allowed to wear loose clothing, handling jewellery near equipment and long hair must be tied back and secure | 3 | C | III | Fully Effective | Adhere/maintain the existing controls, Consequence Management | Observations Supervision Inspections | Energy Manager | Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) Compensation for Occupational Injuries and Diseases Act, 1993 (Act 130 of 1993) General Administrative Regulations, 1988 General Safety Regulations, 2003 240-1558024 OHS Opportunity Register | In-Progress | N/A |
| | Routine | 23 | Uneven surfaces | 23 | Slip, trips and fall | Safety | Failure to identify the risk Lack of concentration Poor housekeeping | Employees | Energy Manager | Weekly | Injuries | Risk assessment. Inspection of work areas on a regular basis as per the procedure Awareness training Provision personal protective | 2 | B | IV | Fully Effective | Adhere/maintain the existing controls, Consequence Management | Inspections Audits Supervision VF/LSGO | Energy Manager | Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) General Safety Regulations, 1988 General Administrative Regulations, 2003 | In-Progress | N/A |