	OHS Requirements for Supply and delivery of Solar PV Demo Plant spares.	Template Identifier	32-726-17T	Rev	1
		Document Identifier	285-169519	Rev	0
		Effective Date	April 2022		

Project Name: Supply and delivery of Solar PV Demo Plant spares

Enquiry number:

Project Address: Komati Power Station, Blinkpan

Eskom **Contract's Manager/End User**

Name: Valerie Nkgapele

Eskom's **OHS Manager**

Name: Daniel Mphuthi

Eskom's **OHS Practitioner**

Name: Cebisile Zulu

2025/08/19

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1. INTRODUCTION

Eskom (Komati Power Station) responsibility and commitment is to ensure a safe working environment is in line with its Safety, Health, Environmental, and Quality (SHEQ) Policy 32-727, Komati OHS statement of commitment (325-919) and applicable legislative obligations. This OHS specification is Eskom Komati Power station minimum requirements which are required to be met for the duration of the contract period by contractors/suppliers. The contractor is expected to develop an OHS plan that is aligned to the requirements of OHS specification as well as all the relevant applicable legislation and any other requirements that they conform to. Eskom (Komati Power station) in no way assumes the contractor's legal responsibilities and liabilities. The contractor remains employer on their own right as such they are accountable and responsible for the health and safety of their employees.

Note 1: All the requirements listed hereunder are in relation to the contract and do not supersede or replace any organizational OHS requirements.

Where requirements listed are already in place, then the organizational requirements must be taken cognisance of and listed in the respective OHS plans. If there are any additional Eskom and/or legislative requirements listed in the OHS specification, then these must be addressed.

2. SUPPORTING CLAUSES

2.1 SCOPE

This OHS specification lists the legislative and Eskom - (Komati Power Station) requirements and, where applicable, any other local authorities' requirements that must be met by the contractor.

2.1.1 Purpose

This document will provide a standardised approach to the compilation of OHS manual for the supply and delivery of central ash plant maintenance and fire protection spares in Komati Power) station and any other ancillary.

2.1.2 Applicability

This OHS specification is applicable to any contracting organisation that intends to respond to Eskom (Komati Power Station) supply and delivery of central ash plant maintenance and fire protection spares tender.


2.2 NORMATIVE/INFORMATIVE REFERENCES

Parties using this document shall apply the most recent edition of the documents listed in the following paragraphs.

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2.2.1 Normative

- Occupational Health and Safety Act No 85 of 1993 and Regulations under it.
- National Road Traffic Act 93 of 1996.
- ISO 45001 Occupational Health and Safety Management System
- Compensation for Injuries and Occupational diseases Act No 130 of 1993
- Occupational Health and Safety Act No 85 of 1993
- 240-43848327 Employees' right of refusal to work in unsafe situation
- 32-52 Occupational Health and Safety risk assessment procedure


2.2.2 Informative

[1] N/A

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2.3 DEFINITIONS

Definition	Explanation
Baseline risk assessment	(32-520) baseline operational risks refer to the health and safety risks associated with all standard processes and routine activities in the business
Client	(OHS Act) Eskom representative (Internal – Asset Owner), also referred to as the contract administrator/custodian or agent or project manager (as defined in the contract). He/she is the person responsible for ensuring that the works or services are executed in terms of the contract, as well as adherence to legislation pertaining to the contract.
Employee	(OHS Act) means, subject to the provisions of subsection (2), any person who is employed by or works for an employer and who receives or is entitled to receive any remuneration or who works under the direction or supervision of an employer or any other person
Employer	(OHS Act) means, subject to the provisions of subsection (2), any person who employs or provides work for any person and remunerates that person or expressly or tacitly undertakes to remunerate him/her, but excludes a TES (ex labour broker) as defined in section 1(1) of the Labour Relations Act 1956 (Act No. 28 of 1956)
Occupational Health and safety file	(OHS Act) means a file or other record in permanent form, containing the information required in relation to the contract.
Health and safety Manual	(OHS Act) means a document plan that addresses hazards identified and includes safe work procedures to mitigate, reduce, or control hazards identified
Occupational Health and safety requirements	(OHS Act) means a document specification of all health and safety requirements pertaining to associated to a contract, so as to ensure the health and safety of persons.
Lifesaving Rules	(240-62196227) a rule that, if not adhered to, has the potential to cause serious harm to people
Medical Certificate of fitness	(OHS Act) means a certificate valid for one year, issued by an occupational health practitioner, issued in terms of the regulations, whom shall be registered with the Health Professions Council of South Africa
Service provider	any private person or legal entity that provides any service(s) to Eskom for compensation
The Act	(OHS Act) means the Occupational Health and Safety Act No. 85 of 1993, as amended, and the Regulations thereto

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2.4 ABBREVIATIONS

Abbreviation	Description
OHS	Occupational Health and Safety
COID Act	Compensation for Occupational Injuries and Diseases Act
OHS Act	Occupational Health and Safety Act 85 of 1993 and its regulations
LoG	(COID) Letter of Good Standing

3. DOCUMENT CONTENT

3.1 SCOPE OF WORK

Supply and delivery of Solar PV Demo Plant spares for the period of 24 months at Komati Power Station on an as and when required basis.

3.2 LEGAL COMPLIANCE

3.2.1 Section 37(2) (Legal) Agreement

A section 37(2) agreement must be signed between Eskom (Komati Power station) and the main contractor at the time of submitting the safety file. The original copy of the section 37(2) agreement must be retained by the contractor, and a copy must be retained by the responsible project manager/end user. A copy of all the agreements must form part of the respective contractor's OHS file.

3.2.3 Legislative Compliance

Contractor will comply with all the legislation pertaining to this contract being:

- Basic Conditions of Employment Act No 75 of 1997.
- Occupational Health and Safety Act and Regulations No 85 of 1993
- Constitution of the Republic of South Africa No 108 of 1996
- National Road Traffic Act 93 of 1996.

3.3 ESKOM REQUIREMENTS

All contractors shall, before commencement of the project ensure that all their employees are familiar with the relevant Eskom OHS documentation that is applicable to contract services.


3.4 OCCUPATIONAL INJURIES AND ILLNESS INSURANCE

The Main contractor and all his/her appointed contractors shall be registered with an appropriate employment compensation commissioner and have a valid letter of good standing

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(LoG) from such commissioner available. The obligation lies with the contractors to ensure that the LoG remain valid throughout the contract period. A copy of the LoG must be filed in the contractor OHS files.

3.5 ESKOM LIFE-SAVING RULES

1. Eskom places a high value on health and safety and urges every organization that undertakes work for Eskom to do the same.
2. Eskom has developed six life-saving guidelines that will apply to all Eskom employees, agents, consultants, and contractors. Any Eskom employee or employee of a Main Contractor or appointed contractor who fails to follow these rules would be deemed a serious violation. These rules are in place to protect any employee, labour broker, or contractor working from significant injury or death.
3. If any contractual work (including delivery of any product) is to be undertaken on Eskom premises, the rules shall be obeyed by any contractor and their employees.

Supplier at all times shall obey Number 3&4 at all times while onsite:

RULE	DESCRIPTION OF RULE
Rule 3	BUCKLE UP No person may drive any vehicle on Eskom business and/or on Eskom premises: Unless the driver and all passengers are wearing seat belts.
Rule 4	BE SOBER No person is allowed to be under the influence of intoxicating liquor or drugs while on duty

1. Eskom will take a zero-tolerance approach to these policies.
2. Noncompliance to Life-saving rules is regarded serious misconduct and will result in serious disciplinary action, which may include dismissal.
3. This is to ensure that everyone who works on or visits an Eskom facility returns home to their families safely.


3.6 SUBSTANCE ABUSE

1. Alcohol and substance abuse are serious threats to any business, especially when it comes to workplace accidents and car driving. As a result, Eskom has the right to take reasonable procedures to identify and prohibit drunk people from entering the company.
2. General Safety Regulation 2A specifies the legal position on intoxication.
3. The allowable alcohol and drug level is 0% in Eskom premises.

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4. All contractors must follow Eskom's procedure 32-37 ("Substance Abuse Procedure"), taking into account that this is an Eskom Life-saving Rule number 4: (BE SOBER"),
5. Eskom's life-saving rules must be included in the induction process.
6. All employees involved in the scope of work must sign the Life-saving rule pledge before commencement of work.

3.7 Main Contractor Induction training

1. The Main contractor shall ensure that all his / her employees, have undergone the Eskom SHE induction training prior to commencing work on site.
2. Attendance registers must be completed of any induction training given, which must indicate that they have received and understood the induction training.
3. Prior to attending the induction training, all employees must undergo a pre-employment medical examination and found fit for duty. A copy of the certificate of fitness must be kept in the OHS file on site for the duration of the project.
4. It is the contractor's responsibility to keep records of induction training.


3.8 VEHICLE MANAGEMENT

1. It is the responsibility of the driver to ensure:
 - a. Their passengers wear seat belts whilst the vehicle is in motion.
 - b. Comply with all traffic road rules, safety, direction, and speed signs.
 - c. Ensure that vehicle loads are properly secured prior to moving off.
2. No persons maybe transported at the back of the bakkie.
3. No drivers or operators may text, talk on cell phones or two-way radios whilst driving.
4. All drivers shall have a valid medical fitness certificate.
5. The First aid box with valid contents and fire extinguishers must be included in the vehicle, be services annually and inspected monthly. Drivers must be trained on how to use the First aid box and fire extinguishers.
6. Two triangles must be included in the vehicle and the emergency number be displayed at the back of the vehicle.
7. Contractor must maintain their vehicles in a roadworthy condition and a vehicle license must be valid at all times and this is applicable to yellow plant.
8. Drivers of light vehicles must avoid stopping or parking in the vicinity of machines. At
9. Contractor vehicles can be subject to inspections by the Client/Agent's representative. Vehicles which are not roadworthy will not be permitted to be used on site.

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10. Drivers must have valid driver's licence.

3.12 CELLULAR PHONES

The National Road Traffic Act requirements regarding the use of cellular phones must be observed, when driving.

3.14 Medical Assessments

Note: Eskom will only accept medical surveillances conducted by an Occupational Health Practitioner who holds a qualification in occupational health.

1. Main contractors must ensure that their drivers have a medical surveillance program whereby their employees undergo entry, periodic and exit medical fitness examinations.
2. The Main Contractor must ensure that his / her employees and appointed contractor employees have undergone pre-entry medical examination before starting work on the contract.
3. The Main contractor shall provide a documented process for managing those employees who are issued with a conditional certificate of fitness.
4. The contractor shall include in the OHS file the record of the employees exit medical fitness certificates as and when their employees leave the company.

3.15 INCIDENT INVESTIGATION

All incidents shall be managed in terms of OHS Act General Administrative Regulations 8 and 9, using Eskom Procedure 32-95 OHS incident management as a reference, and where injuries as contemplated in sections 24 and 25 have been sustained, be reported to the Department of Employment and Labour.

3.16 EMERGENCY MANAGEMENT

The contractor to familiarise themselves with the Eskom emergency response plan and procedure.


3.17 OHS FILES

1. OHS file means documents or records in permanent form, containing the information about the safety and health management system from inception, execution to completion of works.

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3.18 OMISSIONS FROM SAFETY AND HEALTH REQUIREMENTS SPECIFICATION

By drawing up this OHS requirements, Eskom has endeavoured to address the most aspects relating to OHS issues in order to assist the contractor to adequately provide for the health and safety of employees on site.

Should Eskom not have addressed all SHE aspects pertaining to the work that is tendered for, the contractor needs to include it in the OHS manual and inform Eskom of such issues when signing the contract.

3.21 ESKOM'S RIGHT TO TERMINATE THE CONTRACT

The contractor/supplier shall always comply with Eskom's occupational health and safety (OHS), legal and other requirements as amended for the duration of the contract. In addition, the contractor shall comply with the requirements contained in the OHS requirements document. Eskom reserves the right to terminate the contract if the contractor has built up a history of poor performance or non-conformance in relation to matters of Eskom OHS and legal compliance. No work may commence until the health and safety file has been approved by Eskom OHS personnel.

4. AUTHORIZATION

All respective role players as per first page ought to authorise this document, include their names before this document is deemed operational.

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