

	SHE SPECIFICATION FOR ENGINEERING BUILDING SPACE OPTIMIZATION	Template Identifier	240-73416879	Rev	2
		Document Identifier	559 - 1798201935	Rev	1
		Effective Date	16 April 2026		
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Project Name: Space Optimization of 2nd Floor Engineering Building, Simmerpan to accommodate 50 workstations.

Project Address: Eskom National Transmission Company of South Africa Simmerpan

Cnr Power and Refinery Road

Germiston

14001

Scope of the project: Space Optimization of 2nd Floor Engineering Floor, Simmerpan, Germiston building, including the purchasing of new furniture to occupy space as per design

Eskom NTCSA's Project Manager

Name: Sakhi Nkebe

Signature: 

Date: 23/04/2026

Eskom NTCSA's SHEQ Officer

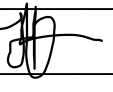
Name: Mangaka Magaoga

Signature: 

Date: 24/04/2026

Eskom NTCSA's Environmental Officer

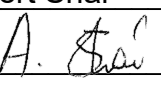
Name: Tshegofatso Nnene

Signature: 

Date: 24 April 2026

Eskom NTCSA's Snr SHEQ Advisor

Name: Albert Shai

Signature: 

Date: 24/04/2026

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1. Introduction

This SHE specification is National Transmission Company of South Africa (NTCSA) Asset Management Real Estate's minimum requirements which are required to be met for the specific contract and for the duration of the contract period by contractors and where required, the delivery organisations.

National NTCSA Company of South Africa develop optimal plans and engineering solutions for the expansion, maintenance and refurbishment of the power NTCSA network as well as providing a technology and asset management service to ensure that the integrated power system is reliable, adequate and secure.

The contractor is expected to develop a coherent SHE Plan in line with the issued scope of work and this SHE Specification. National Transmission Company of South Africa (NTCSA) AM Real Estate in no way assumes the contractor's legal responsibilities. The contractor is and remains accountable for the quality and the execution of his/her health and safety programme for his/her employees and Appointed principal contractor employees.

This SHE specification reflects minimum requirements and should not be construed as all encompassing.

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

2. Supporting Clauses

2.1 Scope

This SHE specification lists the legislative and NTCSA AM Real Estate requirements and where applicable, any requirements pertaining to Local Authorities/ Municipal by-laws/ Environmental legislation that must be met by the contractor.

2.1.1 Purpose

This specification sets out the minimum legislative and organisational requirements for the specific scope of work.

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2.1.2 Applicability

This SHE specification is applicable to the contractor tendering for the issued scope of work for space optimization of 2nd Floor Engineering Floor, Simmerpan, Germiston building, including the purchasing of new furniture to occupy space as per design

2.2 Normative/Informative References

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

2.2.1 Normative

- [1] Basic Conditions of Employment Act No 75 of 1997.
- [2] Occupational Health and Safety Act and Regulations No 85 of 1993.
- [3] National Environmental Management Act 107 of 1998.
- [4] National Environmental Management Waste Act 59 2008
- [5] 32-37 Eskom Substance Abuse Procedure.
- [6] 32-726 Contract and Contractor Occupational Health and Safety Management Standard
- [7] 240-62196227 Life- saving Rules
- [8] 32-95 Occupational Health and Safety Incident Management Procedure
- [9] 32-727 SHEQ Policy
- [10] 32- 418 Working at Heights Procedure
- [11] 240-62946386 Vehicle and Driver Safety Management Procedure
- [12] 32-520 Risk Assessment procedure
- [13] Plant Safety Regulations.
- [14] ISO 9001: 2015 Quality management system
- [15] 39-71 Quality Control Plan and contact Quality Control Plan Approval Standard
- [16] ISO 45001: 2018 Occupational health and safety management system
- [17] Eskom program for Reintegration and return to work of employees, during the COVID 19 pandemic, Revision 30043030-V04
- [18] ISO 14001:2015 Environmental Management System
- [19] SANS 10400 The application of the National Building Regulations – All Parts.

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[20] SANS 17025:2017 Requirements for Testing and Calibration Laboratories

[21] SANS 204:2011 Energy efficiency in buildings.

[22] SANS 10400-XA:2011 Energy usage in buildings.

2.2.2 Informative

[1] Tobacco Products Control Act 83 of 1993 (Updated 2011.05.19)

[2] National Building Regulations and Building Standard Act No. 103 of 1977 Constitution of the Republic of South Africa No 108 of 1996

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2.3 Definitions

Definition	Explanation
Sub- contractor	Means a contractor appointed by the Appointed principal contractor
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
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 (labour broker) as defined in section 1(1) of the Labour Relations Act 1956 (Act No. 28 of 1956)
Environment	(32-94) means: a. the land, water, and atmosphere of the earth; b. micro-organisms and plant and animal life; and c. any part or combination of (a) and (b) and the interrelationships among and between them, and the physical, chemical, aesthetic, and cultural properties and conditions of the foregoing that influence human health and well-being
Environmental Management plan	A detailed plan of action prepared to ensure that recommendations for enhancing or ensuring positive impacts and limiting or preventing negative environmental impacts are implemented during the life-cycle of a project. This Environmental Management Plan should preferably form part of Eskom's Environmental Management System

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2.3 Definitions

Definition	Explanation
Fall protection plan	(OHS Act) means a documented plan of all risks relating to working from an elevated position, considering the nature of work undertaken, and setting out the procedures and methods to be applied in order to eliminate the risk
Health and safety specification	(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
Method statement	(OHS Act) means a written document detailing the key activities to be performed in order to reduce, as reasonably as practicable, the hazards identified in any risk assessment
Appointed principal contractor	(In the text of this document) Means an employer, as defined in section 1 of the OHS Act, who intends to tender for or has signed a contract with Eskom for services rendered.
Risk assessment	(OHS Act) means a programme to determine any risk associated with any hazard at a construction site in order to identify the steps needed to be taken to remove, reduce, or control such hazard.

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2.4 Abbreviations

Abbreviation	Description
AIA	Approved Inspection Authority
AM	Asset Management
BU	Business Unit
CE	Chief Executive
CNC	(Eskom) Customer Network Centre
COID Act	Compensation for Occupational Injuries and Diseases Act
DMR	Driven Machinery Regulations
DC	Direct Current
DEL	Department of Employment and Labour (Inspection and Enforcement services – Provincial office)
EAP	Employee Assistance Program
EP	Emergency Preparedness
ERfW	Environmental Regulations for Workplaces
GAR	General Administrative Regulations
GSR	General Safety Regulations
HCA	Hazardous Chemical Agent
LDV	Light Delivery Vehicle
LoG	(COID) Letter of Good Standing
SDS	Safety Data Sheets
NEMA	National Environmental Management Act
NTCSA	National Transmission Company of South Africa
OHS Act	Occupational Health and Safety Act and Regulations, 85 of 1993
PPE	Personal Protective Equipment
SABS	South African Bureau Standard
SANS	South African National Standard

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2.5 Roles and Responsibilities

2.5.1 Appointed principal contractors and sub- contractors

Note 1: Most of the roles and responsibilities listed apply to both Appointed principal contractors and sub- contractors. Where some of the listed do not apply to both, then the specific responsibilities will be listed and titled. The contractors shall:

1. Carry out all duties as listed in section 8, 9 and 10, the various other regulations that form part of the OHS Act.
2. Carry accountability and responsibility for the safety and health of their employees and their Appointed principal contractors within their working area, as contemplated by section 37(2) of the OHS Act;
3. Shall keep a record of all employees including the sub- contractor employees, including date of induction, relevant skills and licenses and be able to produce this list at the request of the Project/Contract Manager.
4. Ensure that all their appointees are made aware of their accountabilities and responsibilities in terms of their appointment and that they advise and assist these appointees in the execution of their duties.
5. Ensure that the minimum legislative, regulatory and NTCSA AM Real Estate SHE requirements are complied with on all work sites.
6. Give the Eskom project/contract managers and line managers / responsible managers their full participation and co-operation.
7. Compile a SHE (health and safety) file where all relevant health and safety records must be kept for each work site.
8. The Appointed principal contractor must hand over a consolidated (to include any appointed sub-contractors' files) health and safety file to the NTCSA AM Real Estate project manager on completion of the project. This is to include all drawings, designs, lists of materials used and other applicable information about the completed project, as well as the list of sub- contractors, the agreement, and the type of work completed.

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9. The Appointed principal contractor must provide the project manager with a certified copy of his/her Compensation Commissioner's valid letter of good standing before the commencement of work and any future renewal letters obtained during the project for record-keeping purposes. The letter of good standing shall reflect the name of the contractor's company. Similarly, the Appointed principal contractor must provide the Eskom project manager with all the valid letters of good standing from their sub-contractors.
10. Sub-contractor must provide the Appointed principal contractor with a certified copy of his/her Compensation Commissioner's valid letter of good standing before the commencement of work and any future renewal letters obtained during the project for record-keeping purposes. The letter of good standing shall reflect the name of the contractor's company.
11. Appoint competent staff to perform the project work and ensure that all employees are trained in the health and safety aspects relating to such work and that the employees understand the hazards associated with all other work being carried out on the project.
12. Ensure that all employees are conversant with all relevant work procedures and that they adhere to such procedures. Similarly (without removing the Appointed principal contractors' responsibilities), ensure that their sub-contractors and their employees are conversant with all relevant work procedures and that they adhere to such procedures.
13. Co-ordinate the activities of all the sub-contractors in the interests of safety and health;
14. Ensure that potential contractors (whom they intend appointing) submitting tenders have made detailed provision for the cost of safety and health measures throughout the project.
15. Stop his /her employees and any Appointed principal contractors if project work is not in accordance with the health and safety plan or if such work poses a threat to the health and safety of persons or a risk of degradation to the environment.
16. Take reasonable steps to ensure cooperation between all their sub-contractors.
17. Only appoint contractors to do work, if satisfied that the contractor has the necessary competencies and resources to perform the work safely.
18. Appoint full-time competent employees during in writing to supervise the performance of all specified work throughout the contract period.

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Note 2: No work may commence and or continue without the presence of the appointed project manager or project supervisor during performance of the contracted work.

19. Ensure that the supervisor or manager do not supervise work on any site other than the site for which such supervisor has been appointed for.

Note 3: In determining the number of appointed competent supervisors, the nature and scope of work being performed, shall be taken into consideration.

Note 4: If a sufficient number of competent employee(s) have been appointed to assist the appointed supervisor, the supervisor may supervise more than one site.

20. Appoint a part- time safety officer in writing for the duration of the activity. Not victimise or dismiss employees, by virtue of the employee's divulging health and safety information or suspecting such information has been divulged, in the interests of health and safety requirements;
21. Follow a process of disciplinary action if any of their employees or their appointed sub-contractor employees have transgressed any of the requirements of the health and safety specification, safety and health plans, site rules or any other requirements.
22. Ensure that all appropriate precautions are taken to protect persons (visitors, members of the public, and other contractors) present at work or in the vicinity of a construction site against all risks that may arise from such site.
23. Before the commencement of any work, conduct risk assessments. This should be done by a competent person appointed in writing with a view to identify hazardous and potentially hazardous work operations.
24. Ensure that pre-task risk assessments are conducted and documented daily and prior to the starting of any new task, irrespective of whether it is a repetitive task or not.
25. Take prime responsibility for all aspects of environmental management associated with the project activity for which they are responsible.
26. Provide any sub-contractor who is making a bid or is appointed to perform work on NTCSA AM Real Estate's behalf, with the relevant sections of the documented NTCSA AM Real Estate's SHE Specification.
27. Appointed principal contractors are required to approve contractor's health and safety plans if they meet all the requirements.

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28. Must ensure that an organisation medical surveillance programme for the duration of the contract is in place and maintained.

29. Prior to having pre-employment and periodic medicals fitness examinations conducted, person/man job specifications must be compiled and handed to the occupational health practitioner.

30. Ensure that pre-employment, periodic and exit medicals are carried out on their employees. Medical assessments must be conducted by a registered Occupational Health Practitioner or Occupational Doctor. During the pre-employment medical, where employees will be required to work at heights, they will also be required to undergo the required employee physical and psychological fitness examinations.

31. Ensure, prior to the commencement of any work, that all persons involved in the project work, as well as the Appointed principal contractors, have received a health and safety induction training session. Similarly, ensure that all visitors to site undergo the site's induction training.

32. Issue risk-based personal protective equipment (PPE) as a measure of last resort to their employees, inspect such equipment regularly and ensure recipients of PPE are trained in the proper use, care and where necessary, the maintenance of PPE;

Note 5: should the Appointed principal contractor or his/her sub-contractors entertain visitors on site, they will be held responsible for the provision and wearing PPE.

33. On completion of the work remove all structures erected by them, and where required by law rehabilitate the environment.

34. Must have a substance abuse program which must be in line with the requirements of the OHS Act.

35. Ensure that no alcohol or other intoxicating substances are brought on to, or remains on the work sites.

Note 6: Eskom will not tolerate the presence of anyone who is or who appears to be under the influence of alcohol or any other intoxicating substance whilst performing work for them or on any work site.

36. Ensure that all equipment and tools used comply with OHS Act requirements with respect to condition, use, care, storage, maintenance, and the management of these;

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37. Ensure that all incidents are reported and investigated timeously by competent incident investigators.
38. Be involved in all of their contractor's investigations.
39. When appointing contractors, advise the NTCSA's Project Manager in writing timeously and obtain his/her approval prior to them commencing work.
40. Shall keep a record of all employees including contractor's employees, including date of induction, relevant skills and licenses and be able to produce this list at the request of the NTCSA's Project Manager.
41. The contractor shall ensure they are registered with Department of Employment and Labour (DEL) as Electrical Installation Contractor and provide proof off.

2.5.2 Site/ Project Managers

Note 1: No work may commence and or continue without the appointed supervisor or site manager during the performance of the contracted work.

1. Assist the contractor and/or the safety officer in conducting site induction training for new staff and site visitors;
2. Site Manager/ Project Manager shall be registered with SACPCMP
3. Communicate to all employees under their control on any hazardous and related work procedures, before any work commences and thereafter, at such times as may be determined by a risk assessment;
4. Ensure that the minimum legislative and NTCSA AM Real Estate SHE requirements are complied with on all work sites;
5. Stop any work that is not in accordance with the safety and health plan or if such work poses a threat to the safety and health of persons or a risk of degradation to the environment;
6. Ensure that risk-based personal protective equipment (PPE) has been issued and employees wear/use the PPE as instructed.
7. Inspect such PPE on a regular basis and record the inspections;
8. Ensure that all incidents are reported to the client and are investigated.
9. Be involved in all investigations that occur within their area of responsibility.

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10. Carry out audits and or inspections on their sub- contractors on instructions of their contractor.
11. Ensure that employees under their control are conversant with all relevant work procedures and that they adhere to such procedures;
12. Ensure that daily or pre-task risk assessments are conducted and documented daily and prior to the starting of any new task, irrespective of whether it is a repetitive task. Ensure that the team are involved in the abovementioned risk assessments;
13. Hold tool box talks at the start of each day/ task to discuss health and safety issues as well as confirming the requirements of the daily risk assessments;
14. Ensure that all appropriate precautions are taken to protect persons (visitors, members of the public, and other contractors) present at work or in the vicinity of a construction site against all risks that may arise from such site.
15. Ensure that no alcohol or other intoxicating substances are brought on to, or remains on, the premises / work sites and that no employee remains on site if he/she is under the influence. Furthermore, report such instances to contract management;
16. Ensure that all equipment and tools used on site comply with OHS Act requirements with respect to condition, use, care, storage, maintenance, and the management of these.
17. Not victimise their employees by virtue of their employee's divulging health and safety information or suspecting such information has been divulged, in the interests of health and safety requirements (reference – section 26 of the OHS Act).
18. Where any work is performed which involves the environment, ensure that minimal damage is done to the environment and that where an Environment Management Plan is in place, then the plan adhere to the plan.

Stop any employee or contractor from performing work which is not in accordance with the Appointed principal contractor's and or contractors' health and safety plan which poses a threat to the health and safety of persons.

2.5.3 Contractor Site Supervisor or Contract Supervisor

Must:

1. Be competent to perform the required supervisory tasks; have attended a Supervisory, Legal Liability, Hazard Identification and Risk Assessment and Incident Investigation competent training and a 5 years supervision experience.

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2. Ensure their employees and all contractors comply with the required statutory and NTCSA AM Real Estate requirements;
3. Inspect all work done by the employees and all contractors to ensure adherence to NTCSA AM Real Estate's standards and specifications
4. Conduct follow-up inspections to ensure findings are closed out and preventative action is in place.
5. Ensuring a Safe working environment is established and maintained by the contractor for the elimination of unsafe acts by all people whilst on the project site.
6. Discuss all SHE related problems with the relevant contractor management timeously in the first instance and thereafter the NTCSA AM Real Estate project manager in the second instance relating to procedure requirements, non-conformances identified, corrective actions, audits and inspection schedules.
7. Ensuring that quality records are maintained in accordance with legislative and NTCSA AM Real Estate requirements;
8. Continual liaison between the Appointed principal contractor, contractors and employees.
9. Ensures that employees and sub- contractors are aware of latest standards, procedures, work instructions and safety regulations issued by NTCSA AM Real Estate:
10. Conduct site Inspections for compliance to SHE requirements and compiles the relevant inspection reports.
11. Participate in all contractor incident investigations.
12. Participate in the Appointed principal contractor's emergency preparedness planning.
13. Ensure that their own employees and those of any contractor are competent to perform the tasks assigned.
14. Issue site instructions on behalf of the Appointed principal contractor where and when the contractors deviate from safety requirements.
15. Assist the Appointed principal contractor with the handing over process, in particular the SHE File and relevant documentation.

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2.5.4 Contractor Health and Safety Officer

1. The Contractor is to appoint a Full-time suitably qualified experienced person to co-ordinate the organisation's safety effort on site.
2. The following qualifications are acceptable for an appointed Health and Safety officer: Safety Management Diploma or an Environmental Health Diploma from recognised institutions. Or a recognised safety certification (e.g., SAMTRAC – full course) with a minimum of two years working experience.
3. The Safety Officer shall be registered with SACPCMP
4. Promote a SHE Culture within the organisations involved in the project / contract.
5. The contractor's safety and health officer shall assist in the control of all health and safety-related matters on the sites.
6. Be involved in the developing the project SHE Plan and SHE policy.
7. Be in constant liaison and cooperate with NTCSA AM Real Estate's SHE professionals responsible for providing them with a health and safety service.
8. Ensure that this SHE specification is adhered to by his/her Appointed principal contractor and is submitted to any contractors.
9. Conduct inspections of all work sites for the duration of the project.
10. Be involved in the organisations incident investigations when required.
11. Conduct organisational, site and visitor induction training.
12. Stop any employee or contractor from performing work which is not in accordance with the Appointed principal contractor's and or contractors' health and safety plan which poses a threat to the health and safety of persons.
13. Appointed principal contractor Carry out audits and or inspections on their contractors as per the SHE Plan.

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3. Scope of Work

3.1 Scope of work

The scope of work for this project entails:

PTM&C Section:

- Printing Area space Open area with 3-4 desks plotter and printer to be demolished and replace with focus booths.
- 4 x Offices Currently 1 workstation to be demolished and replaced with focus booths
- Open Area Currently L shaped desks to be replaced with type H workstations
(straight desk) Open Area Currently space to also be fitted out with double door credenzas / filling cupboards

Quality Management Section:

- 5 x Offices Currently offices to be focus booths and open workstations plus kitchen pause area create mall syndicate room to support Quality Management side of building floor.
- Kitchen remains a kitchen to service whole floor with new fit-out. Ablution to change
- Lifts and Aircon duct and stairways to remain where they currently are.

Electrical Installation:

- There will be a need to redo all electrical works along the skirting, including the ceiling lights to be LEDs. All the electrical work will follow design layout.

A Signed copy of the scope of works must be retained by the contractor.

Note: The contractor who will be awarded this contract will be known as the “Appointed principal contractor” and any contractor appointed by the Appointed principal contractor will be known as the “sub-contractor.”

3.2 Legal Compliance

3.2.1 Section 37(2) (Legal) Agreement

A section 37(2) agreement must be signed between NTCSA AM Real Estate and the Appointed principal contractor at the time of awarding the contract. The Appointed principal contractor must ensure that a section 37(2) agreement is compiled between the Appointed

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principal contractor and all their contractors for the contract. This agreement must be submitted as part of the safety file package.

The original copy of the section 37(2) Agreement must be retained by the Appointed principal contractor and a copy retained by the responsible Eskom NTCSA AM Real Estate project manager.

Copies of all the agreements must form part of the respective contractor's SHE File.

3.2.2 Site Access requirements

The Safety file package must be submitted to the OHS department **2 weeks** before the agreed site establishment date.

Before the successful Contractor commences with any work, the NTCSA AM Real Estate Project Manager/Contract Manager shall ensure that;

- A copy of the SHE Specification document is in the possession of the responsible person of the contracting company as well as the NTCSA AM Real Estate baseline risk assessment.
- The responsible person of the contracting company and the NTCSA AM Real Estate project manager/contract manager have signed the NTCSA AM Real Estate section 37 (2) agreement.
- The Appointed principal contractor must be appointed in writing by the Contract/Project Manager
- The SHE Plan must be discussed and accepted by the Contract Manager and approved by the Appointed principal contractor Responsible Person
- A baseline risk assessment in line with the issued scope of work must be part of the SHE Plan and accompanied by a risk assessment procedure applied. A monitoring and review plan must form part of the risk assessment procedure
- Where a contractor(s) is appointed by the Appointed principal contractor, the Appointed principal contractor must supply the applicable NTCSA AM Real Estate SHE specifications to the contractor(s).

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- The OHS department shall assess and give written feedback to the Contract/Project Manager, where the file meets all the requirements an authorisation letter shall be issued to the Appointed principal contractor
- The Appointed principal contractor shall provide Induction content and attendance register as proof of communication before Eskom NTCSA OHS department can provide Eskom NTCSA contractor induction.
- First aid appointments must be made to meet the requirements; Appointees must be trained to level 2 from SAQA approved training provider.
- The Appointed principal contractor must submit a Covid-19 risk assessment and Covid-19 management plan in line with the guidelines as issued by the Department of Employment and Labour
- No vulnerable employees are allowed to come to site as identified by the Department of Employment and Labour
- The Appointed principal contractor must supply employees with at least 2 cloth masks over and above other masks that may be required due to the risk of the activities
- The Appointed principal contractor must supply hand gloves and hand sanitizers to the employees
- The transport used to transport employees must be disinfected as per prescribed frequency

3.2.3 Hazardous work by children (Child Labour)

The constitution of the Republic of South Africa, in the “Bill of Rights” is clear on the rights of children, especially when it comes to:

1. being protected from exploitative labour practices;
2. not to be required or permitted to perform work or provide services that
 - i. are inappropriate for a person of that child’s age; or

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ii. place at risk the child's well-being, education, physical or mental health or spiritual, moral or social development; and the Basic Conditions of Employment Act, Chapter six Section 43 "Prohibition of employment of children".

Before resorting to the use of child labour, due consideration must be given to the rights of the child in terms of the constitution. Where work is being performed which is not prohibited in terms of the constitution, then such work must be conducted in terms of the OHS Act "Regulations on Hazardous Work by Children in South Africa" with emphasis on paragraph 2 Purpose and Interpretation. Eskom does not condone the use of child labour and therefore all effort must be exercised and child labour should not be used.

3.2.4 Legal Compliance

The Appointed principal contractor and contractors shall have an up-to-date copy of the OHS Act and regulations which will be available to all employees. The Appointed principal contractor and all sub- contractors will comply with all the legislation pertaining to the issued scope of work. The Appointed principal contractor and contractors shall have an up-to-date copy of the OHS Act and regulations which will be available to all employees

3.2.5 Requirements Specific to the issued Scope of Work

The Engineering Space Optimization at NTCSA AM Real Estate falls under High risk in terms of supplier category as workers in the vicinity are at an increased risk of exposure of Working at Heights, and Electrical Installation and etc. therefore:

- The Contractor must ensure that all personnel involved in this activity are trained and competent.
- The Contractor must ensure the provision of qualified supervisor to ensure the safe use of tools and equipment during installations and maintenance thereof.
- Contractor to report to the relevant NTCSA AM Real Estate Supervisor before proceeding with planned activities.
- A relevant risk assessment and method statement to be developed and applied.
- Employees must be medical fit to work at fall risk position.
- Before the commencement of the activities the Appointed principal contractor to ensure that all Isolations are done and lock out system is adhered to

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- Medical certificates of fitness that are valid must be part of the safety file package including identification documents of the employees and their competency certificates.
- The Contractor must ensure task specific Personal Protective Equipment (PPE) is issued per risk based.
- The Contractor may be required to work in elevated positions and therefore shall be in possession of a site-specific fall protection plan developed by a competent person.
- The contractor shall provide the criminal check records for all employees working on site.
- The contractor shall ensure all specialist personnel have the valid accreditation (SAQCC) training certificates for their respective field of work and per the scope of work
- The contractor to provide first aider level 2 SAQA competent person.

The SHE Plan shall contain the following as a minimum:

- Relevant applicable legal and other requirements as per issued scope of work
- Roles and responsibilities
- Process for hazard identification and risk assessment including monitoring and review plans, a further identification of opportunities must be part of the process. Interested and affected parties must be clearly outlined.
- Process for change management
- Process for employee training, competency, communication, awareness and participation
- Process for incident management and investigation
- Process for setting objectives and programmes
- Process in place to review the SHE Plan
- Process for performance management and monitoring
- Process for internal audits
- Process for document and records management

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- The contractors SHE Plan shall be reviewed from time to time (and in any event as and when required by the client) to ensure that it fully addresses all the issues and complies with these requirements to the satisfaction of the client.

3.3 COID

The Appointed principal contractor and all his/her sub-contractors shall be registered with an appropriate employment compensation commissioner and have available a valid letter of good standing (LoG) from such commissioner. 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 SHE files.

3.4 Costing for SHE within the Project

The SHE costing must be itemised and must take into consideration the scope of work. The Appointed principal contractor must make sure that he/she made adequate provision for the cost of health and safety measures during tendering process. The SHE cost must exclude the tools of the trade and PPE.

3.5 Eskom Life-saving Rules

- Eskom views health and safety in high esteem and encourages that any organisation who performs work for Eskom in Eskom adopt the same view.
- These Life-saving rules have been developed that will apply to all Eskom Employees, agents, consultants, and **contractors**. Failure to adhere to these rules by any Eskom employee or employee of an Appointed principal contractor or contractor will be considered a serious transgression. These rules are being implemented to prevent serious injury or death of any employee, labour broker or contractor working in any area within Eskom.
- If any contractual work will be performed on any Eskom premises (including delivery of any product), then the rules **shall be obeyed** by any contractor and their employees.

The rules are:

RULE	DESCRIPTION OF RULE
Rule 1	OPEN, ISOLATE, TEST, EARTH AND CREATE AN EQUIPOTENTIAL ZONE BEFORE TOUCH

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	With the aim to ensure a safe electrical work environment, no person may work/operate on, around or near any electrical network, line or apparatus, electrically connected to the power system and/or electrically charged and/or not electrically charged.
Rule 2	HOOK UP AT HEIGHTS Working at height is defined as any work performed above a stable work surface or where a person puts himself/herself in a position where he/she exposes himself/herself to a fall from or into.
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
Rule 5	PERMIT TO WORK Where an authorisation limitation exists, no person shall work without the required permit to work.
Rule 6	ENSURE SAFE LIVE WORKING To ensure safe live work, each live worker shall: Ensure all live work basic principles are adhered to, as outlined (for the method being used) in the High Voltage Live Working Standard for the respective division.

Eskom will take a stance of zero tolerance on these rules.

Non-compliance to a Life Saving rule will be considered serious misconduct and will lead to serious disciplinary action, which may include dismissal.

This is to ensure that **every person** who works on or visits an Eskom **returns home safely to his or her family.**

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3.6 Substance Abuse

1. Alcohol and substance abuse poses a significant threat to any business, more so in industrial incidents and the driving of vehicles. Eskom is therefore, entitled to take reasonable steps to ensure that intoxicated persons are identified and prevented from entering Eskom.
2. General Safety Regulation 2A is clear on the legal stance regarding intoxication.
3. The alcohol and drug permissible level is 0%.
4. All contractors shall comply with Eskom's procedure 32-37 ("Substance Abuse Procedure"), taking in to account that this is an Eskom Life-saving Rule number 4: BE SOBER", this means anyone entering the Eskom will be subjected to ad hoc alcohol testing.
5. Contractors are encouraged to compile their own manual and to carry out regular alcohol testing of their own employees. The legislative alcohol level is deemed to be zero.
6. Test records must be treated as "Confidential" and filed in the employees' personal file.

3.7 Risk assessment (refer sec 8 & 9 of the OHS Act)

The contract manager must prepare and provide a Baseline Risk Assessment for an intended work as per the scope of work to the contractor as part of the contract package that gives an overview of identified hazards and mitigation is the work area where this scope of work will be executed.

The Appointed principal contractor shall develop a Risk Assessment in line with Section 8 (2)(d) of the OHS Act, in alignment to Eskom 32-520 procedure. Emerging risks and hazards must be managed during the duration of the contract. This means that if there are significant changes to a process or activity, or any new process, then these should also be subjected to risk assessment. All risks must be rated. Activity based risk assessments shall be conducted by a competent person of the Appointed principal contractor.

3.8 Fire Equipment and maintenance

1. All firefighting equipment's that have been provided shall:
 - a. Be clearly labelled
 - b. Conspicuously numbered

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- c. Entered in a register
- d. Inspected monthly by a competent person
- 2. Tested and serviced at recommended intervals by an accredited supplier
- 3. Results entered in the register and signed by competent person.

3.9 First Aid and Equipment

1. The requirements of the OHS Act GSR 3 must be observed.
2. First aid appointments must be made to meet the requirements. Appointees must be trained to level 2. It is good practice for all employees to be trained to at least level 1.
3. Where more than five employees are employed, the contractor shall provide a first aid box(es) at or near the working area.
4. When appointing employees for work sites, cognisance must be taken into account the type of work performed, the distance teams are working apart and the terrain to be covered if an emergency should arise.
5. A list of emergency numbers must be displayed on the notice boards and made accessible for all employees.
6. Appointed principal contractor must ensure that his /her employees and contractor employees are familiar with the emergency numbers.
7. Contractors shall have one first aid box for the first 5 persons and thereafter one for every 50 or team of workers on site or part thereof, taking into account the type of work performed and the distance between teams.
8. More first aid boxes shall be provided in accordance with the risk assessment. Boxes must be available and accessible for the immediate treatment of injured persons at the workplace.
9. For offices, signs indicating where the first aid box or boxes are kept as well as the name and contact details of the First Aider of such first aid box or boxes shall be erected.
10. The Appointed principal contractor and contractor shall ensure that alternative arrangements be made for incidents occurring after working hours

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3.10 SHE Communication Systems

Appointed principal contractor/s and their contractors must develop a communication procedure outlining how they intend to communicate SHE issues to their staff, the mediums they will employ and how they will measure the effectiveness of there SHE communication. Communications shall include:

- Tool box talks that shall be documented and accompanied by proof that employees were part of the talks.
- Pre- job briefing before commencement of tasks and post- job briefing after the completion of the task.
- Any shift handover must be documented where applicable

3.10.1 Tool box talks / Daily team talks / pre job meetings

1. A meeting must be held prior to the commencement of the day's work with all relevant personnel associated with the work task in attendance. The job, relevant procedures, associated hazards, safety measures, i.e., the task risk assessments shall be discussed. Each employee who attends the briefing shall sign an attendance list of that pre-job brief form undertaking that they have an understanding of the tasks, risks and control measures required.

3.11 SHE Training

1. The Appointed principal contractor must submit a training matrix for the workforce indicating all met training requirements in relation to the scope of work
2. Records of all training and qualifications of all contractor employees must be kept in the SHE File.

3.11.1 Induction training

1. The Appointed principal contractor shall ensure that all his / her employees, contractors and their employees have undergone the NTCSA AM Real Estate Safety 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 SHE File on site for the duration of the project.

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4. All employees and visitors on site shall carry the proof of induction training.
5. All contractor employees must attend the Appointed principal contractor induction

3.11.2 Site specific induction training

The Appointed principal contractor shall ensure that all his / her employees and contractor employees undergo site specific work induction with regard to the approved project SHE Plan, general hazards prevalent on site, risk assessment, rules and regulations, and other related aspects. Records of site-specific induction must be kept in the safety file

The induction training should also include identification of sensitive features such as wetlands/vlei areas, red data species, graves, etc.

3.11.3 Visitors to site induction

1. Visitors to the site shall be required to undergo and comply with the Appointed principal contractor's site-specific safety induction prior to being allowed access to site.
2. All visitors must remain in the care and custody of a person (host) who has been properly inducted. No visitors are permitted to undertake any work onsite, of any nature.

Visitors who have completed site induction must be provided with a record of proof of Induction training.

3.11.4 Requirements for Drivers

1. The Appointed principal contractor must have a system/ process to manage vehicle access to laydown area/site.
2. The Appointed principal contractor must maintain their vehicles in a roadworthy condition and a vehicle license must be valid at all times.
3. Contractor vehicles can be subject to inspections by the contract/project manager
4. Vehicles which are not roadworthy will not be permitted to be used on site.
5. Precautions shall be taken to secure all loads properly. Loads projecting from vehicles shall be securely loaded and in daytime a red flag and during darkness a red light or red reflective material shall be attached to the extreme end of such projecting material.
6. All vehicles must be fitted with fire extinguisher and first aid kit
7. The driver must have a valid national licence for the type of vehicle used.

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8. The driver must have level 1 first aid training and basic fire extinguisher training
9. It is the responsibility of the driver to ensure:
 10. Their passengers wear seat belts whilst the vehicle is in motion.
 11. Comply with all traffic road rules, safety, direction and speed signs.
 12. Ensure that vehicle loads are properly secured prior to moving off.
 13. Ensure that vehicles are not overloaded.
 14. No drivers or operators may text, talk on cell phones or two-way radios whilst driving, unless a hands-free kit is used.
 15. All drivers of such vehicles are to have valid medical fitness certificates.
 16. Drivers of light vehicles must avoid stopping or parking in the vicinity of machines. At least 30 (thirty) meters must be left clear between such a vehicle and such a machine
 17. Drivers/operators shall be responsible for the travel-worthiness of all loads conveyed by them.

3.12 Housekeeping and Order

1. All contractors shall maintain a high standard of housekeeping within their sites and vehicles for the duration of the project.
2. Prompt disposal of waste materials, scrap and rubbish is essential.
3. Materials/objects shall not be left unsecured in elevated areas –falling objects may cause serious injuries/fatalities.
4. Nails protruding through timber shall be bent over or removed so as not to cause injury.
5. All packaging material including boxes, pallets, crates, etc. to be removed from the work area immediately.
6. On completion of his / her work, the contractor is responsible for clearing his / her work area of all materials, scrap, temporary buildings and building bases to the satisfaction of the client/agent.
7. In cases where an inadequate standard of housekeeping has developed, compromising safety and cleanliness, anyone has the responsibility to bring it to the attention of the Appointed principal contractor in the first instance and the Eskom project/site manager in the second instance.

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8. The Eskom NTCSA AM Real Estate's Project/Site Manager has the right to instruct the Appointed principal contractor and Appointed principal contractors to cease work until the area has been tidied up and made safe. Neither additional costs nor extension of time to the contract shall be allowed as a result of such a stoppage. Failure to comply with this requirement will result into site cleaning by another cleaning contractor company at the cost of the Appointed principal contractor.
9. The Appointed principal contractor shall carry out regular safety/housekeeping inspections (at least weekly) to ensure maintenance of satisfactory standards. The Appointed principal contractor shall document the results of each inspection and shall maintain records for viewing.

3.12.1 Stacking

1. Before stacking any material, the contractors or their employees must consult the contract manager for authorisation to use such an area for stacking purposes. This is to prevent haphazard arrangements.
2. Adequate care must be taken by the contractor to ensure that storage and stacking is carried out correctly and safely.
3. Correct shelf stacking must be carried out, heavy and bulky on the bottom, light and small on top.

3.13 Workplace Signage and Colour Coding

1. Symbolic safety signage shall be displayed where it is required by legislation.
2. All symbolic safety signage shall conform to the requirements of SANS standard 1186.
3. Signs shall be positioned to be seen from most positions within the work sites / areas.
4. All signage must be clear at all times and be replaced timeously when worn out.
5. The location of every first aid box; fire extinguisher and emergency exit are to be clearly indicated by means of a sign.
6. When using, an explosive power tool the appropriate signage shall be erected, warning people of its use.
7. Contractors shall provide signage where work is conducted and where unauthorised entry is prohibited and/or where alerting and cautioning passers-by to be aware of potential dangers.

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8. The meanings of the appropriate symbolic signage must be discussed during induction training and toolbox talks.
9. Where possible, within workshops, work areas and established premises, the appropriate sign indicating the meaning of symbolic safety signs must be displayed.

3.14 Tools and Equipment

1. Contractors shall ensure that all tools and equipment are identified, safe to be used and is maintained in a good condition.
2. Contractors shall ensure that all tools and equipment are listed on an inventory list, be regularly inspected at least monthly or as required by legislation and risk assessments. The equipment should be numbered or tagged so that it can be properly monitored and inspected.
3. Where applicable, tools and equipment must have the necessary approved test or calibration documentation prior to being brought onto the project and the records shall form part of the SHE Plan. Maintenance calibration shall be undertaken in terms of the manufacturer's requirements.
4. All fuel driven equipment must be properly maintained in accordance with the manufacturer's recommendations and legal requirements.
5. Eskom NTCSA AM Real Estate reserves the right to inspect tools or items of equipment brought to site by contractors for use on this project.
6. Should Eskom NTCSA AM Real Estate personnel find any item that is inadequate, faulty, unsafe or in any other way unsuitable for the safe and satisfactory execution of the work for which it is intended, the Eskom personnel shall advise the contractor in writing and the contractor shall forthwith remove the item from site and replace it with a safe and adequate substitute.

Note: In such cases, the contractor shall not be entitled to extra payments or extensions of time in respect of delay caused by Eskom's instructions.

7. Where defective tools and equipment's are identified, such tools and equipment shall be removed out of site immediately, locked away to prevent further use until such time as the tool or piece of equipment has been repaired.
8. Contractors shall ensure that the appropriate records are kept for all tools and equipment used on the project. Such tools and equipment's shall be subjected to regular inspections.

3.14.1 Hand tools

1. All hand tools (hammers, chisels, spanners, etc.) must be recorded on a register and inspected by the supervisor on a monthly basis as well as by users prior to use.

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2. Tools with sharp points in tool boxes must be protected with a cover.
3. All files and similar tools must be fitted with handles.
4. No make shift tools are permissible on the project

3.15 Ladders

1. Ladders used shall conform to the requirements of GSR 13A and used in terms of GSR 6.
2. The appropriate head protection, with chin strap shall be worn by employees working from a ladder or with climbing irons.
3. The ladder wheels, brakes and platform must be in good condition.
4. All metal parts to be in good condition, no cracks.
5. Non-slip devices must be in good condition and no paint to be on wooden ladders
6. Climbing irons are permitted to be used in place of ladders on condition that the requirements of GSR 6 are not compromised and from an electrical point of view not damage any cabling. The working at heights risk assessment must indicate the use of climbing irons.
7. Employees using climbing irons shall be suitably trained in the use, care and maintenance of such climbing irons.
8. When using climbing irons, the appropriate rope grab fall prevention system shall be used.
9. The correct fall protection equipment shall be worn and used whilst climbing up, working from and climbing down ladders.
10. The appropriate head protection, with chin strap shall be worn by employees working from a ladder or with climbing irons.
11. A detailed inspection of all ladders shall be conducted monthly by a competent person and every time prior to climbing by employees using such ladders. The inspection check lists must be filed in the site SHE files.

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3.15.1 Working at Heights

Whenever persons are required to work at an elevated position or where there is a risk of falling, a fall protection plan (which includes fall prevention) will be compiled, implemented and reviewed and every possible and practicable means shall be adopted to provide such persons with effective training and safeguards.

Note: All persons that are required to work in elevated positions or a danger of falling shall be declared medically fit. Wherever reasonably practicable, preference is given to the performance of work at ground level as opposed to the elevated position. Where work in an elevated position is necessary, preference is given to fall prevention measures such as, but not limited to, effective barricading and the use of work platforms. Persons may only work from a fall risk position if a site-specific fall protection plan is in place and correctly implemented and consists of the following:

1. All appointments for the fall protection plan developer and implementer are in place.
2. Baseline risk assessment, which is specific and incorporates the working at height risk assessment, as well as the site-specific risk assessment, has been completed for the work to be conducted.
3. Safe working procedure/task analysis and work instructions, approved by a competent person, are in place.
4. A fall rescue plan, along with necessary equipment and trained rescuers, is in place.
5. Appropriate training, as determined by the risk assessment, has been provided.
6. Appropriate height safety equipment and personal protective equipment have been issued to the individual.
7. Contractors shall stop all persons working in elevated positions during periods of inclement weather or if the possibility of lightning strikes is present.
8. Safety belts are not allowed to be used in Eskom. An appropriate full body safety harness will be worn when working at an elevation or danger of falling into hoppers, bunkers, etc.
9. Working on elevated positions shall only be carried out under the supervision of a competent person.
10. Lifelines are to be used with safety harnesses (as per Risk Assessment) when doing steel erection and other similar activities such that persons are not exposed to danger, by continuously attaching and detaching the lanyards from the structure. Provision must be made to prevent objects and/or material from falling from elevated areas and the protection of persons working below.
11. There are equipment inspection procedures and up-to-date inspection records.

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12. Individuals are medically fit to work at height, and records of this are kept.

13. A site-specific risk assessment is performed.

While work is in progress, adequate warning signs and/or barricades shall be used in all areas where there is a risk of persons being injured by materials or equipment falling from the work area. Barricades should be continuous and easily visible. A drop zone shall be established with appropriate warning signs and barricading, warning personnel below of workers above and potential falling objects.

Every employer shall ensure that work at height is:

1. properly planned;
2. appropriately supervised; and
3. carried out in a manner that is, as far as is reasonably practicable, safe and that its planning includes the selection of work equipment

3.15.2 Fall Protection Plan

1. The requirements of CR 10 shall prevail.
2. The principal contractor shall compile a fall protection plan (which includes fall prevention where possible) for the task, implement and reviewed such plan.
3. The fall protection plan must be specific to the work that is being conducted. The plan must be compiled by a competent person. Provision must be made for employee rescue. The requirements of Eskom's working at height procedure must be taken into consideration.
4. Where required, conduct specific risk assessments to determine the suitability of climbing methods to be used.
5. Cognisance must be made into all the different climbing methods to be used on the project.
6. Ensure that the relevant training in the use, care and maintenance of the appropriate fall protection and rescue equipment is provided.

3.15.3 Safe Work Procedures / Method Statements

The aim of this section is to provide an indication of the activities that require safe work procedures and practices. There must be written safe work procedures for all activities. Risk Assessments should refer to the safe work procedures. A safe working procedure should be written when Method statements / written safe work procedures are control measures used to prevent an incident from occurring during the execution of the project. A written safe work procedure/ method statements provide guidance how to execute the task safely.

Appointed principal contractor shall develop a safe working procedure when:

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- Designing a new job or task;
- Changing a job or task;
- Introducing new equipment or substances;
- The safe working procedure should identify:
- The supervisor for the task or job and the employees who will undertake the task;
- The tasks that are to be undertaken that pose risks;
- The equipment and substances that are used in these tasks;
- The control measures that have been built into these tasks;
- Any training or qualification needed to undertake the task;
- The personal protective equipment to be worn;
- Actions to be undertaken to address safety issues that may arise while undertaking the task.

3.15.4 Notification of Construction Work

The Principal Contractor shall notify the relevant Provincial Director of the Department of Labour of the intention to carry out any construction work as defined in the Construction Regulation 4 of the OHS Act, at least 7 days before construction work is to be carried out.

The notification form of construction work is listed as an annexure 2 to the Construction Regulations of the OHS Act.

A copy of the notification letter sent to the DOL shall be forwarded to the project manager on the same day as sent to the DOL. A copy of the letter and their approval must be kept in the SHE File. When the DOL provide a letter of approval, a copy of the approval must be sent to the Eskom project manager and a copy filed in the SHE File

3.15.5 General Requirements for Electrical Work and Maintenance

1. The principal contractor or contractor shall register with department of labour as electrical contractor and also register with Electrical Contractor Board of South Africa.
2. The principal contractor or contractor shall appoint a registered installation electrician within their company.
3. The principal contractor or contractor shall ensure electrical work on site are done by qualified electrician, single phase electrician and or installation electrician who will be under constant supervision of a Registered Installation Electrician or installation electrician him or herself
4. The principal contractor or contractor shall ensure that electrical trainees work under constant supervision of registered installation electrician.

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5. The principal contractor or contractor shall ensure that master installation electrician is readily available as and when a need arises.
6. Principal contractor or contractor shall ensure that the Electrician or Installation Electrician doing work on site is assisted by minimum of two assistants for every Task and more as and when required depending on Task at hand.
7. Electrical assistants shall have obtained Elconop 2 or 3 training for them to do work on site
8. The principal contractor or contractor shall ensure that proof of qualifications and competency for all electrical resources as state are submitted as part of tender returnable.
9. The originals of all qualifications and competency shall be verified at site establishment for the successful tender
10. The principal contractor or contractor shall ensure that Certificate of Compliance are issued for all alterations and new works.

3.16 Auditing

3.16.1 Approval and compliance of Appointed principal contractor SHE Plan

The Contractor's SHE Plan will be audited against the issued Eskom NTCSA AM Real Estate SHE specification. Once there is compliance only then will the Appointed principal contractors, SHE Plan be approved by an appointed Eskom contract custodian. The implementation of the SHE Plan shall be assessed / audited by Eskom NTCSA AM Real Estate personnel as and when required. This will include physical conditions evaluation.

3.16.2 Eskom SHE audits

Eskom NTCSA AM Real Estate shall evaluate all contractors' SHE performance on an ongoing basis against the legal, Eskom requirements, SHE specification and the contractors SHE plans.

Note: Eskom reserves the right to conduct unannounced audits on contractors

If there are any findings / non-compliance identified as serious in these audits, an activity will be stopped for that specific Appointed principal contractor and sub-contractor.

3.16.3 Contractor audits

The Appointed principal contractors are required to audit their sub- contractors on the implementation of their SHE Plan on a monthly basis or when the scope of work changes. A summary of the findings and the proposed corrective actions including the root cause of the finding or non-compliance shall be submitted to NTCSA AM Real Estate OHS department

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within one week after completion of the audit and a copy of the audit report shall be submitted to the sub- contractor within 7 days of the audit

3.17 Smoking

The national smoking policy must be adhered to. At Eskom NTCSA AM Real Estate smoking is permitted in designated areas only (Eskom Smoking Procedure 32-36).

3.18 Cellular Phones

The national requirements regarding the use of cellular phones must be observed, in particular when driving and or operating mobile equipment and or machinery.

3.19 General Requirements as per the cellular phone usage generation directive

- Cell phones shall not be used while operating any crane, hoist, powered industrial trucks, pay loaders, forklifts or other lifting device.
- Not be used while engaged in any job task that requires the use of the hands and/or the full attention of the employee, contractor, or visitor (i.e., fire watch, equipment operator, operating a valve, etc).
- Be turned off in any area containing flammable/combustible vapours, e.g., turpentine system, methanol system, fuelling stations, oil and propane storage tanks, flammable/combustible material storage areas.
- Not to be used when climbing and descending any form of staircase.
- Not to be used for text messaging whilst walking.

3.20 Medicals

Note: NTCSA AM Real Estate will only accept medical surveillances conducted by an Occupational Health Practitioner or Doctor who holds a qualification in occupational health.

1. Appointed principal contractors must ensure that their employees and their Appointed principal contractor employees have a medical surveillance program whereby their employees under go entry, periodic and exit medical fitness examinations.
2. In order for the appropriate medical examinations to be conducted, each employee must have a Person/man job specification (Annexure 3), which must indicate the description of work, list of hazards and potential occupational exposure limits, physical hazards and required physical attributes.

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3. Medical fitness certificates shall be renewed annually for employees who are working on site. This shall be maintained until completion of the contract/.
4. The Appointed principal contractor must ensure that his / her employees and sub-contractor employees have undergone pre-entry medical examination before starting work on the contract.
5. The Appointed principal contractor shall provide a documented process for managing those employees who are issued with a conditional certificate of fitness.

3.20.1. Pre-Existing / Current Medical Condition

Disclosure of pre-existing injuries or medical conditions

What is a pre-existing condition – The OHS Incident Management Definitions and Classification Parameters Standard (240- 131838225) which defines pre -existing medical condition/medical impairment as an incident arising out of, and in the course of, employment shall be considered:

- a) non-work-related if the incident arises solely as a result of a pre-existing medical condition/medical impairment and if a worker without such a condition/medical impairment would not have suffered such an incident; or
- b) work-related if the incident arises where the pre-existing condition/medical impairment may have been a contributing factor.

Note 1: the decision with regard to the impact/implication of such pre-existing medical condition/medical impairment must be confirmed by an Eskom Doctor.

Note 2: contractors are to follow their own processes and procedures for classification. At a minimum, the decision with regard to the impact/implication of such pre-existing medical condition/medical impairment must be confirmed by an occupational medicine practitioner (as defined in the OHS Act, section 1).

Pre-existing medical conditions can include health issues such as cancer, diabetes, lupus, depression, acne, hypertension, asthma, arthritis, ulcerative [Allergies] colitis etc or just about any other health condition such as previous medical operational condition in any part of the body.

An injury are any old injuries that existed prior to the work injury that may or may not have fully healed. Some workplace environments could aggravate pre-existing conditions even if they would not necessarily have caused a new condition in an otherwise healthy individual. Examples may include amongst others, traumatic injury worsening back pain, joint pain (condition), sore neck, knee injuries etc.

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A prospective employer / Supplier expectations/ duties

A prospective employer / supplier shall:

- request a prospective worker to disclose all pre-existing injuries or medical conditions existing during the period of the employment process that could reasonably be expected to be aggravated by performing their employment related duties
- request disclosure in writing and this request must be accompanied by details of the nature of the duties that are subject to the employment
- advise prospective workers that if they knowingly supply false or misleading information, they will not be entitled to compensation or damages under the Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 for any event that aggravates the non-disclosed pre-existing injury or condition.
- ensure that pre-existing or current condition is part of:
 - ✓ Individual employment contract.
 - ✓ Because the contract defines the terms and conditions of employment
 - ✓ Included in the employment induction
 - ✓ Person Job Specification shall be developed to have a portion where the individual when visiting the occupational medical practitioner, it has been completed by the employer, employee and the medical practitioner can complete the document.
 - ✓ The employee shall reveal any pre-existing or current medical condition to the Occupational Medical Practitioner prior the assessment
 - ✓ Part of toolbox talk at least monthly, and awareness conducted more often, and
 - ✓ Records shall be kept.

A prospective contractor employee duty

A prospective employee must, where requested in writing by a prospective employer, disclose all pre-existing injuries or medical conditions of which they are aware of, that could reasonably be expected to be aggravated by performing the employment related duties. If the prospective employee is engaged before making the disclosure (or being requested to make the disclosure), his or her entitlement to compensation is unaffected.

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However, if the prospective employee does not disclose pre-existing medical condition or injury, this may have an impact on the future management of incidents in particular the work relatedness or not of an incident which may be attributed or not to pre-existing conditions

Key considerations for employers

Employers considering implementing changes to their employment conditions and processes in relation to these amendments shall note:

- it is the prospective employer's duty to request disclosure of pre-existing injuries or medical conditions from prospective workers during the pre-employment, periodic and post screening process, and such information shall be kept confidential
- when providing details of the nature of the duties that are subject to the employment, it is important that this information is accurate and provides specific details of the nature of the duties. The prospective employee must receive information that will enable them to make an informed decision about whether their pre-existing injury or condition might be aggravated by the duties
- if the Workers' Compensation Commissioner has previously provided a copy of the employee's claims history summary the employer shall not:
 - disclose to anyone else the contents of or information contained in the summary
 - give access to the document to anyone else
 - use the contents of or the information contained in the summary for any purpose other than for the purposes of the employment process (penalties apply).
- changes to employment conditions and processes should be made in consultation with the employer's human resources or advisor and employee representative. Employers who may have queries concerning equal employment condition and processes should seek independent advice
- employers shall keep accurate records relating to this disclosure as this information will be requested where applicable during the claim's determination process.

The employer shall follow their own disciplinary procedure and share the outcome with the client.

Note:

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- The employer shall ensure that the employees are not exposed or expected to execute an activity that will exacerbate the pre-existing or current medical condition. Risk assessment shall be conducted to determine the area where the individual shall be expected to execute the duties.
- The pre-existing or current medical condition shall be applicable to new or current employees within a specific employer.
- The employer shall manage all the pre-existing or current medical condition (this include referrals medical conditions) as per legal requirements as all information shall be kept private and confidential all the time.

3.21 Personal Protective Equipment Requirements

1. The Appointed principal contractor must provide a detailed programme that includes the issuing, maintenance and replacement of PPE for all his employees and sub-contractors on site.
2. All contractors shall comply with the requirements of GSR 2 of the OHS Act.
3. The risk-based PPE matrix must be compiled detailing the types of PPE that is required to be issued to employees performing the respective tasks.
4. Where there are unusual instances where particular activities require additional type of PPE, then a risk assessment must be conducted where such PPE requirements will be identified and the issuing be carried out.
5. All contractors shall ensure that their visitors wear and use the correct PPE whilst on worksites.
6. Where PPE is required and visitors are not in possession of, then it is the individual contractor's responsibility to provide the PPE.
7. All PPE purchased and used by all contractor employees including visitors must comply with the relevant SANS standards.
8. Where deemed as a requirement, then high visibility vests shall be worn.

3.22 Incident Investigation

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

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- Appointed principal contractor must develop their own incident management procedure that is in line with Eskom procedure 32-95.
- Appointed principal contractor must appoint competent incident investigator with Root Cause Analysis Technique (RCAT) Training.
- Contractors shall use the standard General Administrative Regulation Annexure 1 “Recording of an Incident” form for all incident investigation reports.
- The objective of incident investigation, should not only be a legal requirement, but should establish when, where, who, why and how the incident occurred and find out the real root cause of the incident and to decide on precautionary measures that are required to address the root cause to prevent any further recurrences of the same or similar incidents.

3.23 Emergency Management

The Appointed principal contractor must develop their own emergency management procedure detailing the possible emergencies that could arise due to the activities that they conduct at NTCSA AM Real Estate premises and how they will evacuate their laydown areas in case of any emergency. The contractor emergency management procedure must be in line with NTCSA AM Real Estate emergency response plan.

The Appointed principal contractor must familiarise themselves with the NTCSA AM Real Estate emergency response plan and procedure. Periodic emergency drills must be undertaken to test the effectiveness of the plan. This must be recorded and provided on request.

3.24 Non-Conformance and Compliance

1. Any non-compliance to any health and safety requirement in this SHE specification is subject to discipline in terms of the Eskom Procurement and Supply Management Procedure.
2. The Appointed principal contractors are required to implement a non-conformance procedure (if not already in place) for issuing to contractors for transgressions. The procedure can include “quality” related non-conformance issues. Similarly, sub-contractors must implement a non-conformance procedure.
3. The procedure for the issuing and closing off of non-conformance reports shall be strictly adhered to.
4. Contractor project management must monitor the close out non-conformances issued, in not doing so; any recommendations made may not be implemented.
5. Where non-conformances are issued by NTCSA AM Real Estate then one of the close-out steps of the procedure will be for the offender to be called by the responsible project

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manager to explain the non-conformance issued and what plan is in place to prevent a recurrence of the non-conformance.

- Should the contractor fail to provide adequate PPE to their employees for the tasks being performed and/or to visitors; failure to enforce the wearing of such PPE will be viewed as a transgression of the legislative and NTCSA AM Real Estate requirements.

3.25 Work Stoppage

- Any person may stop any activity where an unsafe act or unsafe condition that poses or may pose an imminent threat to the safety and health of an individual or create a risk of degradation of the environment.
- This includes any unauthorised work or service performed by, or legally or contractually non-compliant acts or omissions by, any contractor contracted to work at that site.
- Work stoppages that are initiated due to SHE concerns, non-compliance, or poor performance related to the contractor's works or services shall not warrant any financial compensation claim lodged against NTCSA AM Real Estate where the contractor has not met the requirements defined legally or contractually.
- Where stoppages are carried out, the required non-conformance report shall be raised.
- All work stoppages ideally should be investigated and documented by contract custodians.

3.26 Hours of Work

The requirements of the Basic Conditions of Employment Act, Chapter Two "Regulation of Working Time" must be adhered to. All contractors are required to maintain an accurate record of time worked by each employee.

3.26.1 Normal work

All work conducted on site shall fall within the legal requirements in accordance with the Basic Conditions of Employment Act. Contractors will notify their NTCSA AM Real Estate Supervisor or Project Manager of any work that needs to be performed after hours according to the agreed arrangements.

3.26.2 Night work

When night work is to be performed; contractors shall provide sufficient lighting to enable the entire work site to be illuminated to a degree that employees will not work in dark (un-illuminated) or dimly lit areas. Care must be exercised as not to use few lights with high light intensives as this will cause night blindness.

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If work is continuing from day light into night, at dusk, a tool box talk must be held where all employees will be advised of the hazards of night work and the extra precautions which require to be taken, i.e., poor housekeeping, stepping on uneven ground, stepping into holes etc.

3.26.3 Overtime

When overtime is required to be performed, the sub-contractors shall inform the Appointed principal contractor of such action. The Appointed principal contractor shall inform the NTCSA AM Real Estate Project Manager of such function. Contractors shall be aware of the effects of human fatigue and regulate overtime accordingly. The baseline risk assessment must be reviewed to include the management of overtime work.

3.27 Omissions from Safety and Health Requirements Specification

By drawing up this SHE specification NTCSA AM Real Estate has endeavoured to address the most critical aspects relating to SHE issues in order to assist the contractor to adequately provide for the health and safety of employees on site.

Should NTCSA AM Real Estate not have addressed all SHEQ aspects pertaining to the work that is tendered for, the contractor needs to include it in the SHE Plan and inform NTCSA AM Real Estate of such issues when signing the contract.

The principal contractor must submit their monthly safety statistics on the last day of the month at the OHS department.

3.28. Contract Sign-Off

On completion of the project, the Appointed principal contractor is required to submit a copy of the SHE File to the contract managers, including drawings, designs, materials used and other similar information concerning the completion of the project.

3.29. Environmental Requirements

3.29.1 Environmental Rules

Duty of care and remediation of environmental damage

Every person who causes, has caused or may cause significant pollution or degradation of the environment must take reasonable measures to prevent such pollution or degradation from occurring, continuing or recurring, or, in so far as such harm to the environment is authorized by law or cannot reasonably be avoided or stopped, to minimize and rectify such pollution or degradation of the environment.

Polluter Pay Principle

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The costs of remedying pollution, environmental degradation and consequent adverse health effects and of preventing, controlling or minimizing further pollution, environmental damage or adverse health effects must be paid for by those responsible for harming the environment

Zero Liquid Effluent Discharge Policy

All Contractors shall abide to Eskom Zero Liquid Effluent Discharge through the process of reuse and recycling.

Waste

Proper storage and prompt disposal of waste materials, is essential.

Other rules

Any hazardous substance to be used should have by Safety Data Sheet (SDS) that comply with Globally Harmonized System.

All spills/emergency incidents should be reported to Eskom Contract Manager and Environmental Officer(s) immediately on occurrence. Incidents should be investigated to prevent reoccurrence.

All Contractors should be aware of Eskom SHEQ Policy.

All Contractors must take into account environmental consideration when carrying out Risk Assessment.

All equipment used on site must be in good working condition and no fuel and/or oil leaks on any plant will be tolerated;

Non-conformance and incident reporting and investigations shall be done by the contractor, such reports must include but not limited to the following information:

- The cause of the non-conformance/incident;
- The proposed actions to correct and prevent recurrence.

Eskom NTCSA AM Real Estate shall issue non-conformances where there are deviations from environmental requirements;

3.29.2 Contract Award Documentation

The following documentation should be submitted upon awarding of the contract.

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- a) The Aspects/Impacts register and an environmental management plan with compliance obligations;
- b) Appointment letter of the contractor's environmental or SHE officer who will be responsible for the implementation of the environmental requirements for the contract and competency;
- c) Environmental Management System Certificate (if certified) if not, an environmental management system manual.
- d) List of all hazardous substances to be used and their safety data sheets;
- e) Proof of training (certificates) of persons performing activities that could have significant impact on the environment;
- f) Waste management compliance documents (landfill site license, landfill site registration, waste transporter registration)
- g) Waste Management Plan

3.29.3 Records to be kept onsite

The following minimum records shall be kept on sites:

- a) Contractor site specific Environmental Management Plan with compliance obligations and aspect and impact register; Environmental aspect must be identified, and how they should be mitigated and also be communicated to employees. Proof of communication must be available
- b) Environmental Incident registers and investigation reports; Incident must be reported immediately or within 24 hours of occurrence, investigation must take place within 7 days and concluded within 30 days, lesson learned must be shared with employees. Record of environmental incidents must be made available.
- c) Non-conformance register; When non-conformances are closed, they should be investigated and close-out within the agreed timeframes.
- d) Complaints register; Where complaints are raised, they should be reported to NTCSA AM Real Estate Environmental Management Department, be investigated and closed out.

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- e) Hazardous Substances registers and SDS where applicable; Where hazardous substances are used; a register should be maintained and all SDS should be available and communicated to employees.
- f) Records of audit reports and audit findings close-out, where applicable; Records of audit and how findings where closed should be maintained.
- g) Records of environmental inspections conducted. Monthly environmental inspection should be conducted and records of inspections should be maintained.
- h) Waste disposal manifests must be submitted at the end of each month.
- i) Waste Management Plan
- j) Waste facility compliance documents (license and registration)
- k) Waste transporter registration

Environmental Costing

- Environmental Representative
- Environmental Law Course for Environmental Rep
- Waste Management Activities
- Spillage control and Rehabilitation or Clean-up

3.30. Quality Requirements

Eskom NTCSA AM Real Estate is ISO 9001:2015 certified organisation. It is therefore important that all the contractors or any service providers at Eskom NTCSA's meet the minimum requirements of ISO 9001 quality management system to maintain a high standard of products or services rendered to Eskom.

Contractors need to demonstrate commitment to the development, implementation and maintenance of its Quality management system that complies with the requirements of ISO 9001 standard.

NOTE: If the contractor is ISO 9001:2015 certified, the contractor may only submit the ISO 9001:2015 certificate.

This type of work falls under category 4 of the quality requirements.

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The supplier shall submit the evidence of the developed and implemented QMS which complies with ISO 9001.

The following documented information needs to be submitted:

- Quality Method statement based on scope (Method Statement Template-Ref 240-126469599).
- Quality policy approved by the top management.
- Quality Objectives Approved by the top management.
- Documented information for defined roles, responsibilities and authorities - Organization chart and Responsibility matrix (must include but not limited to quality management function/role) (Clause 5.3 of ISO 9001:2015).
- Documented information for Control of Externally Provided Processes, Products and Services - Must include criteria for evaluation, selection, monitoring of performance, and re-evaluation of external providers (Clause 8.4 of ISO 9001:2015).
- Form A is completed and signed.
- Proof of similar and/ or previous work done as per the scope of work and/ or specification.
 - Management review inputs
 - Non - Conformance or compliance Register's
 - Calibration certificates for equipment's/instruments

3 Acceptance

Nil.

4 Revisions

Date	Rev.	Compiler	Remarks
April 2026	1	M. Magaoga	This provides the initial SHE specification requirements that must be met by the relevant contractors who have been awarded a contract for the work to be performed for Eskom NTCSA

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Date	Rev.	Compiler	Remarks
			Asset Management Real Estate Simmerpan Complex

5 Development Team

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