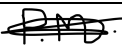


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Project Name: Provision of Service Providers of Institutionalised Training Contract for GEMMA Cluster

Project Address: Gemma cluster


Scope of the project: Scope of the project: Provision of Service Providers of Institutionalised Training Contract for GEMMA Cluster (Noth West and Northern Cape) Distribution for 3 years.

Compiled by	Accepted by	Accepted by
Name : Phelo Mabongo	Name : Magda Wyngaardt	Name : Getrude Rabyang
Signature : 	Signature : 	Signature : 
Date : 2026/02/18	Date : 19.02.2026	Date : 18 February 2026
Contractor Safety Officer Northern Cape/ Gemma Cluster	Contractor Safety Manager Northern Cape/ Gemma Cluster	Project Manager Northern Cape/ Gemma Cluster

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1. Introduction

Eskom's responsibility and commitment is to ensure a safe working environment is in line with its Safety, Health, Environmental and Quality Policy, along with legislative obligations.

This SHE specification is Eskom the 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 organisation.

The contractor is expected to develop a SHE plan which meets these requirements as well as all the relevant applicable legislation they conform to.

Eskom 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 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.

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

2. Supporting Clauses


2.1 Scope

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

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2.1.1 Purpose

This document will provide a standardised approach to the compilation of SHE specifications throughout Eskom for contracts, standards and NEC 3 contracts.

2.1.2 Applicability

This SHE specification is applicable to any contracting organisation who intends tendering for the contract.

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 Road Traffic Act 93 of 1996.
- [5] 32-37 Eskom Substance Abuse Procedure.
- [6] 32-136 Contractor Health and Safety Requirements
- [7] 240-62196227 Life- saving Rules
- [8] 32-95 Environmental, 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] Directive: Consolidated COVID-19 Direction on Health and Safety in the Workplace
Published 4 June 2020, Government Gazette 43400, GNR 639

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2.2.2 Informative

- [1] Tobacco Products Control Act 83 of 1993 (Updated 2011.05.19)
- [2] SANS 1186 Symbolic Safety Signs
- [3] Constitution of the Republic of South Africa No 108 of 1996
- [4] DMN 34-110 Operating A Vehicle Mounted Crane
- [5] DMN 34-1981 Excavations

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Definition	Explanation
Appointed contractor	Means a contractor appointed by the 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
Business unit (BU)	(32-296) means any defined unit within the Eskom environment, operating as a business under a particular cost-centre number. In the context of this document and in terms of health and safety, any reference to a BU includes a defined unit within any Eskom division and its subsidiaries
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.
Competent person	(OHS Act) means any person having the knowledge, training, experience, and qualifications, specific to the work or task being performed, provided that, where appropriate, qualifications and training are registered in terms of the South African Qualifications Authority Act, 1995 (Act No. 58 of 1995)
Contractor	(OHS Act) means an employer as defined in section 1 of the Act who performs contracted work and includes principal contractors
Construction work	Any work in connection with a. the construction, erection, alteration, renovation, repair, demolition or dismantling of or addition to a building or any similar structure. b. the construction, erection, maintenance, demolition or dismantling of any bridge, dam, canal, road, railway, runway, sewer or water reticulation system or the moving of earth, clearing of land, the making of excavation, piling or any similar civil engineering structure or type of work.
Consultant	means a person providing professional advice
Controlled disclosure	controlled disclosure to external parties (either enforced by law or discretionary)
Duty of care to the environment	(32-136) anybody who causes or 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. If such harm to the environment is authorised by law or cannot reasonably be avoided or stopped, such person must minimise and rectify such pollution or degradation of the environment

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Definition	Explanation
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)
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
Eskom requirements	Eskom requirements flowing from directives, policies, standards, procedures, specifications, work instructions, guidelines, or manuals
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
Hazard	(OHS Act) means a source of, or exposure to, danger
Hazard identification	(OHS Act) means the identification and documenting of existing or expected hazards to the health and safety of persons, which are normally associated with the type of construction work being executed or to be executed
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 plan	(OHS Act) means a document plan that addresses hazards identified and includes safe work procedures to mitigate, reduce, or control hazards identified

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Definition	Explanation
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.
Health and safety requirements	means comprehensive health and safety requirements for a contract, project, site, and scope of work. This specification is intended to ensure the health and safety of persons, both workers and the public, and the duty of care to the environment. The health and safety requirements must be specific to each contract, project, site, and scope of work
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
Medical surveillance	(OHS Act) means a planned programme or periodic examination (which may include clinical examinations, biological monitoring, or medical tests) of employees by an occupational health practitioner or, in prescribed cases, by an occupational medicine practitioner
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
Organisation	may be defined as a group of individuals (large of small) that is cooperating under the direction of executive leadership in accomplishment of certain common objects
Pre-job meetings	(34-227) means a meeting that is held prior to the commencement of the day's work and that is attended by all the relevant employees associated with the work task
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.
Provincial director	(OHS Act) means the provincial director as defined in Regulation 1 of the General Administrative Regulations under the Act
Responsible Manager	Is a Manager of a department, section or operating/business unit who has been appointed as part of the Eskom delegation of authority process with the aim to assist the applicable 16(2) assigned person in executing his/her duties in terms of the Occupational Health and Safety Act

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Definition	Explanation
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.
Site	(34-228) means an Eskom department, unit, complex, building, specific project, work site, or the site where agents, clients, principal contractors, contractors, suppliers, vendors, and service providers provide a service to Eskom, directly or indirectly
Service provider	any private person or legal entity that provides any service(s) to Eskom for compensation
Subsidiary	(32-94) an enterprise controlled by another (called the parent) through the ownership of greater than 50% of its voting stock
Supplier	(32-1034) means a natural or legal person who renders a service and may include the following current or potential supplier vendor, contractor, consultant
Task	(34-227) a segment of work that requires a set of specific and distinct actions for its completion
Toolbox talks	(34-227) where the team leader, after conducting pre-task planning, shares all the tasks at hand and discusses task allocation, the identified risks, and the control measures with all his/her team members on site before commencing a specific task and documenting the agreed strategy. (This shall be done to ensure common understanding of the tasks, risks, and control measures required.)
The Act	(OHS Act) means the Occupational Health and Safety Act No. 85 of 1993, as amended, and the Regulations thereto
Visitor	any person visiting a workplace with the knowledge of, or under the supervision of, an employer.


2.4 Abbreviations

Abbreviation	Description
AIA	Approved Inspection Authority
BU	Business Unit
CE	Chief Executive
CNC	(Eskom) Customer Network Centre

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Abbreviation	Description
AIA	Approved Inspection Authority
BU	Business Unit
CE	Chief Executive
CR	Construction Regulations of the OHS Act
COID Act	Compensation for Occupational Injuries and Diseases Act
DMR	Driven Machinery Regulations
DoL	Department of 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 Agents
LDV	Light Delivery Vehicle
LoG	(COID) Letter of Good Standing
SDS	Safety Data Sheets
NEMA	National Environmental Management Act
OHS Act	Occupational Health and Safety Act and Regulations, 85 of 1993
SACPCMP	South African Council for the Project & Construction Management Professions
SABS	South African Bureau Standard
SANS	South African National Standard

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2.5 Roles and Responsibilities

2.5.1 Commitment

Visible commitment is essential to providing a safe work environment. Managers, supervisors and employees at all levels must demonstrate their commitment by being proactively involved in the day to day operations, in particular the Occupational Health and Safety aspects of any project / contract. Legislation requires that each employee must take reasonable care of themselves and their fellow workers, from management level down to the lowest employee level.

2.5.2 Service providers


Note 1: Most of the roles and responsibilities listed apply to both principal contractors and any appointed 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 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 appointed contractor employees, including date of induction, relevant skills and licenses and be able to produce this list at the request of the Eskom Project 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 Eskom SHE requirements are complied with on all work sites.
6. Give the Eskom project managers and line managers / responsible managers their full participation and cooperation.

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7. Compile a SHE (health and safety) file where all relevant health and safety records must be kept for each work site.
8. The Training service provider 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 principal contractor must provide the Eskom project manager with all the valid letters of good standing from their appointed contractors.
9. 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.
10. Ensure that all employees are conversant with all relevant work procedures and that they adhere to such procedures. Similarly (without removing the appointed contractors' responsibilities), ensure that their appointed contractors and their employees are conversant with all relevant work procedures and that they adhere to such procedures.
11. Co-ordinate the activities of all the appointed contractors in the interests of safety and health;
12. 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.
13. Stop his /her employees and any appointed 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.
14. Take reasonable steps to ensure cooperation between all their appointed contractors.
15. Only appoint contractors to do work, if satisfied that the contractor has the necessary competencies and resources to perform the work safely.

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16. 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 construction supervisor, the construction supervisor may supervise more than one site.

17. Appoint part time safety officer safety officer in writing

18. 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;

19. Follow a process of disciplinary action if any of their employees or their appointed contractor employees have transgressed any of the requirements of the health and safety specification, safety and health plans, site rules or any other requirements.

20. 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.

21. Before the commencement of any work, conduct risk assessments which shall include public safety. This should be done by a competent person appointed in writing with a view to identify hazardous and potentially hazardous work operations.

22. 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.


23. Take prime responsibility for all aspects of environmental management associated with the project activity for which they are responsible.

24. Provide any appointed contractor who is making a bid or is appointed to perform work on Eskom's behalf, with the relevant sections of the documented Eskom's SHE Specification.

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25. Must ensure that an organisation medical surveillance programme for the duration of the contract is in place and maintained.
26. 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.
27. 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. 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.
28. Ensure, prior to the commencement of construction work, that all persons involved in the project work, as well as the appointed contractors, have received a health and safety induction training session. Similarly, ensure that all visitors to site undergo the site's induction training.
29. Ensure, prior to the commencement of construction work or contracted work, that all their employees involved in the project work, as well as the appointed contractors, have received task-specific training.
30. 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 principal contractor or his/her appointed contractors entertain visitors on site, they will be held responsible for the provision and wearing PPE.

31. Erect their own site huts, temporary buildings, storage areas, toilets, fencing, and any other structure as may be required. Any such structures shall be positioned and erected in compliance with any instructions from the Eskom project manager and the relevant site safety and fire prevention requirements;
32. On completion of the work remove all structures erected by them, and where required by law rehabilitate the environment.

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33. Where performing work with the environment, ensure that minimal damage is done and that where an Environment Management Plan is in place, then adhere to the plan.
34. Respect the rights of land owners/lessors and the preservation of their registered activities;
35. Must have a substance abuse program which must be in line with the requirements of the OHS Act.
36. 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.

37. 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;
38. Ensure that all incidents are reported and investigated timeously by competent incident investigators.
39. Be involved in all of their appointed contractor's investigations.
40. Establish health and safety committees, hold such committee meetings on all sites, and ensure that appointed contractors participate in their health and safety meetings.
41. Chair their own health and safety committee meetings and record such meetings.
42. Appoint sufficient number of health and safety representatives in terms of legislative requirements and ensure that the appointed contractors appoint health and safety representatives for their work sites.
43. When appointing contractors, advise the project manager in writing timeously and obtain his/her approval prior to them commencing work.
44. Shall keep a record of all employees including the appointed contractor's employees, including date of induction, relevant skills and licenses and be able to produce this list at the request of the Eskom Project Manager.

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2.5.3 Related/Supporting Documents

Eskom OHS Act section 37 (2) agreement to be signed at procurement during the signing of the NEC contract, it is the responsibility of the project manager to ensure that the 37(2) agreement is signed and a copy be kept in the contractor file at procurement


2.5.4 Service provider's Health and Safety officer

1. Promote a SHE culture within the organisations involved in the project / contract.
2. The contractor's safety and health officer shall assist in the control of all health and safety-related matters on the sites.
3. Be involved in the developing the project SHE plan and SHE policy.
4. Be in constant liaison and cooperate with Eskom's SHE professionals responsible for providing them with a health and safety service.
5. Ensure that this SHE specification is adhered to by the training provider
6. Conduct audits and inspections of all work sites for the duration of the project.
7. Be involved in the organisations incident investigations when required.
8. Participate in the organisation's statutory and non-statutory health and safety committees meetings.
9. Conduct organisational, site and visitor induction training.
10. Stop any employee or contractor from performing construction work which is not in accordance with the principal contractor's and or appointed contractors health and safety plan which poses a threat to the health and safety of persons.
11. 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.

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12. Make themselves available and ensure co-operation of employees under their control to undergo breathalyser and drug testing while entering and/or being on any Eskom work site by Eskom.
13. Carry out audits and or inspections on their contractors at least monthly and any appointed contractors on instructions of their contractor;
14. Carry out frequent behaviour observations of employees under their control at least monthly and any appointed contractors on instructions of their contractor.

2.5.5 Contract Managers


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

1. Not supervise construction work on any work site other than the site they have been appointed to supervise;
2. Assist the contractor and/or the appointed safety officer in conducting site induction training for new staff and site visitors;
3. Instruct and train 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 Eskom 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.

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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.
10. Carry out audits and or inspections on their contractors at least monthly and any appointed 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. Before the commencement of any work, where possible, assist in the conducting of risk assessments and ensure that appropriate mitigating measures have been considered and implemented.;
13. 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;
14. 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;
15. 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.
16. 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;

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17. 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.
18. Ensure that they and their contractor managers give clear and unambiguous instructions for the project work, to the employees for whom they are responsible for.
19. Not victimise their employees by virtue of their employees 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).
20. 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.
21. Stop any employee or contractor from performing construction work which is not in accordance with the principal contractor's and or appointed contractors health and safety plan which poses a threat to the health and safety of persons.


2.5.6 Employees

1. Be responsible for their own safety and health and that of their co-workers.
2. Familiarise themselves with their responsibilities during induction and awareness training sessions, some of which are:
 - a. familiarising themselves with their workplaces and safety and health procedures.
 - b. working in a manner that does not endanger them or cause harm to others;

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- c. ensuring that the work area is kept tidy;
 - d. reporting all incidents and near misses;
 - e. protecting fellow workers against injury by performing job observations;
 - f. reporting unsafe acts and unsafe conditions;
 - g. reporting any situation that may become dangerous; and
 - h. carrying out lawful orders and obeying safety and health rules;
3. Who become aware of any person disregarding a safety notice, instruction, or regulation, immediately report this to the person concerned. If the person persists, stop that person from working, and report the matter to contractor management and/or Eskom's project manager or supervisor immediately.
 4. Not damage, alter, remove, render ineffective, or interfere with anything that has been provided for the protection of the site or for the health and safety of persons this includes any guarding of machinery or equipment.
 5. Obey any safety signs and adhere to any site demarcation at all times.
 6. When entering or leaving the site, do so via the official designated access/departure routes. Where reflective jackets/bibs are required to be worn, wear them.
 7. Be subjected to any disciplinary action, if having transgressed any of the requirements of the health and safety site rules, Eskom requirements, company requirements, or legislative requirements.
 8. Avoid any act that may endanger their own health and safety or that of fellow employees, members of the public, or visitors who may be affected by their acts and/or omissions at work.

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9. Have the right to obtain proper information from their employer regarding health and safety risks and measures related to the work processes.
10. Use facilities placed at their disposal and not misuse anything provided for their own protection or that of others.
11. Have the right to remove themselves from danger when they have good reason to believe that there is an imminent and serious danger to their health and safety and have the duty to inform their supervisor immediately of such danger.
12. Report to their supervisor (in the first instance), the principal contractor (in the second instance), and/or the Eskom project manager, any substandard acts and/or conditions that have come to their attention and that have not been rectified or acted on by their contractor management timeously.
13. Have the right and the duty at any workplace to participate in ensuring healthy and safe working conditions, to the extent of their control, over the equipment and methods of work adopted.
14. Maintain the surrounding area of the work site in a neat and tidy condition.
15. Have meaningful participation in regular health and safety meetings.
16. Have the right to refuse to perform or continue to perform any task/job on the grounds of health, safety, and environmental concerns.
17. When given instructions, understand the instructions and be permitted to clarify those instructions.

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3. Specification

3.1 Scope of work

Provision of Service Providers of Institutionalised Training Contract for GEMMA Cluster (Noth West and Northern Cape) Distribution for 3 years.

A 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 “principal contractor” and any contractor appointed by the principal contractor will be known as the “appointed contractor”.

3.2 Legal Compliance

3.2.1 Section 37(2) (Legal) Agreement

A section 37(2) agreement must be signed between Eskom and the service provider at the time of awarding the contract. The service provider must ensure that a section 37(2) agreement is compiled between the service provider and all their appointed contractors for the contract.

The original copy of the section 37(2) Agreement must be retained by the service provider and a copy retained by the responsible project manager.

A copy of all the agreements must form part of the respective contractor’s SHE file.

3.2.2 Professional Registration

The principal contractor and all his/her appointed contractors shall be registered in their respective levels as professionals in terms of legislative requirements.


3.2.3 SHE POLICY

SHE policy is a statement of intent and a commitment by the organisation’s CE and senior management in relation to the relevant SHE roles and responsibilities, the achievement of their strategic objectives, values of integrity, customer satisfaction, excellence, and innovation.

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The principal contractor and all appointed contractors, if already not in place, will be required to compile an organisational SHE policy in line with their SHE responsibilities. The policy must be signed by the organisation's CE or the appointed assistant to the CE OHS Act Section 16(2). The policy must be displayed in a prominent place within the workplace. A copy of the policy must be filed in the contractor SHE files and attached as an annexure in the SHE Plan.

3.2.4COID

The principal contractor and all his/her appointed 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 service provider to ensure that the LoG remain valid throughout the contract period. A copy of the LoG must be filed in the contractor SHE files.

3.3 Costing of SHE within the project

The costing for SHE must be itemised based on the overall scope of the project (i.e.) Training, provision of PPE, safety equipment purchases etc.

3.4 Statutory appointments


For the duration of the contract, the principal contractor and all appointed service providers shall appoint competent employees who will meet the requirements of the OHS Act. Where appointments are made, service provider shall ensure that the appointees have been suitably trained and or informed of their responsibilities before getting them to accept such appointment. The relevant statutory appointments shall be made in accordance with the requirements of the OHS Act which includes the requirement of a competent person being appointed in the relevant roles. The statutory appointments should include but not limited to the following:

- OHS Act Construction Regulation 8(1) - Construction Manager (Full time)
- OHS Act Construction Regulation 8(7) – Assistant Construction Supervisor
- OHS Act Construction Regulation 8(5) – Construction Health and Safety Officer

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- OHS Act General Administrative Regulation 9(2) – Incident Investigator
- OHS Act Hazardous Chemical Agents Regulation 3(3) Hazardous Chemical Substances Co-coordinator
- OHS Act, Section 17 – Health and Safety Representative.
- OHS Act Construction Regulation 7(1)(V) Appointment of a Contractor (if appointing subcontractors)
- OHS Act Construction Regulation 9(1) - Person to Compile Risk Assessments
- OHS Act Construction Regulation 10(1) - Competent Person to Compile Fall Protection Plan

38.1 non-statutory appointments

- Eskom requirement – Emergency Planning Co-coordinator

3.5 Eskom life saving rules.

1. Eskom views health and safety in high esteem and encourages that any organisation who performs work for Eskom in Eskom adopt the same view.
2. Five 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 a Principal Contractor or appointed 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.
3. 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

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Rule 1	OPEN, ISOLATE, TEST, EARTH, AND CREATE EQUIPOTENTIAL ZONE BEFORE TOUCH (That is plant, any plant operating above 1000 V)
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 WORK

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 fam**

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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 service providers 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. Service provider 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 Service provider organisational structure

3.7.1 Service provider organogram

The service provider must provide an organisational organogram related to this contract,

depicting all the levels of responsibility from the CE down to the supervisors responsible for


the contract. List the relevant positions held, names of appointees and legal appointments.

The principal contractor must ensure that all appointed contractors comply with this requirement. The service provider is responsible for keeping copies of all the organograms'

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as well as submitting them with the SHE plan. All organograms shall be updated timeously

when appointments are changed.

This diagram must be kept up to date and filed in the project SHE files.

3.8 Risk assessment (refer 32-520)

It is a legal requirement in terms of Section 8 (2)(d) of the OHS Act for an employer to carry out risk assessments, to establish which risks and hazards are attached to the health and safety of persons due to any work which is performed, any article or substance which is, handled, stored, transported. A risk assessment is defined as an identification of the hazards present in an organisation and an estimate of the extent of the risks involved, taking into account whatever precautions are already being taken.


It is essentially a three-stage process:

- identification of all hazards;
- evaluation of the risks;
- Measures to control the risks

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Risk assessment for this project need to include the following activities

1. Driving
 2. Transportation of learners from Accommodation to training centre
 3. Emergency preparedness for the venue
 4. Risk related to the activities that will form part of the training.
 5. Extreme weather condition
- Risk assessments are required to be maintained. This means that significant changes to a process or activity, or any new process or activity should be subjected to a risk assessment and that if new hazards come to light during the work process, then these should also be subjected to risk assessments. Risk assessments for long term processes should be periodically reviewed and updated. Method statements or written safe work procedures are an effective method as information and record of the way jobs / tasks must be performed. Daily or issue based or task specific or on the job risk assessments must be conducted at the place where work is to be performed/ conducted to allow managers and employees to assess any inherent risks that could have been overlooked during the initial risk assessment or any changes that might have occurred in a period of absence. For example if a job / task is extended over a day or halted due to inclement weather.


Guidelines for actual steps involved in a job/task specific risk assessment are:

- Each activity is listed;
- Specific hazards are identified and listed against each activity;

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- The magnitude of each risk is rated as Low. Medium or High;
- All known documentary and supervisory controls are listed. For instance: What safe work procedures exist for ladders;
- The relevance, effectiveness and sufficiency of these controls are assessed;
- In the event of insufficient or deficient controls for the particular activity, steps to be taken to rectify this shall be recorded, and safe working procedures drawn up;
- Persons responsible for implementing and supervising the task shall be identified, nominated and duly assigned;
- Persons responsible for monitoring the task and carrying out the planned job observation must be nominated;
- Completed risk assessment shall be handed to the Eskom project manager representative for comment and approval.

The relevant section of the risk assessment shall be issued with a Transmittal Note to the Supervisor nominated as the responsible person; and the names of workmen who have received instruction on the work content and the sequence of the activities listed in the risk assessment shall be recorded, and their competence established. This instruction shall be done through an interpreter if required and recorded on the Pre-Job Brief (Daily Safe Task Instructions), with reference to applicable Risk Assessment


3.8.1 Safe work procedures / method statements

Method statements / written safe work procedure are control measures used to prevent an incident from occurring during the execution of the project. A written safe work procedure/

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method statements provide guidance how to execute the task safely. A safe working procedure should be written when: -

- a. Designing a new job or task;
- b. Changing jobs or task.
- c. Introducing new equipment or substances; and

The safe working procedure should identify:

- d. The supervisor for the task or job and the employees who will undertake the task;
- e. The tasks that are to be undertaken that pose risks.
- f. The equipment and substances that are used in these tasks;
- g. The control measures that have been built into these tasks.

Any training or qualification needed to undertake the task is a legal requirement in terms of Section 8 (2)(d) of the OHS Act for an employer to carry out risk assessments, to establish which risks and hazards are attached to the health and safety of persons due to any work which is performed, any article or substance which is, handled, stored, transported. A risk assessment is defined as an identification of the hazards present in an organisation and an estimate of the extent of the risks involved, taking into account whatever precautions are already being taken.


It is essentially a three-stage process:

- identification of all hazards;
- evaluation of the risks;
- Measures to control the risks.

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Risk assessments are required to be maintained. This means that significant changes to a process or activity, or any new process or activity should be subjected to a risk assessment and that if new hazards come to light during the work process, then these should also be subjected to risk assessments. Risk assessments for long term processes should be periodically reviewed and updated. Method statements or written safe work procedures are an effective method as information and record of the way jobs / tasks must be performed. Daily or issue based or task specific or on the job risk assessments must be conducted at the place where work is to be performed/ conducted to allow managers and employees to assess any inherent risks that could have been overlooked during the initial risk assessment or any changes that might have occurred in a period of absence. For example if a job / task is extended over a day or halted due to inclement weather.


Guidelines for actual steps involved in a job/task specific risk assessment are:

- Each activity is listed;
- Specific hazards are identified and listed against each activity;
- The magnitude of each risk is rated as Low. Medium or High;
- All known documentary and supervisory controls are listed. For instance: What safe work procedures exist for ladders;
- The relevance, effectiveness and sufficiency of these controls are assessed;

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- In the event of insufficient or deficient controls for the particular activity, steps to be taken to rectify this shall be recorded, and safe working procedures drawn up;
 - Persons responsible for implementing and supervising the task shall be identified, nominated and duly assigned;
 - Persons responsible for monitoring the task and carrying out the planned job observation must be nominated;
 - Completed risk assessment shall be handed to the Eskom project manager representative for comment and approval.
- h. The relevant section of the risk assessment shall be issued with a Transmittal Note to the Supervisor nominated as the responsible person; and the names of workmen who have received instruction on the work content and the sequence of the activities listed in the risk assessment shall be recorded, and their competence established. This instruction shall be done through an interpreter if required and recorded on the Pre-Job Brief (Daily Safe Task Instructions), with reference to applicable Risk Assessment
- i. The personal protective equipment to be worn;
 - j. Actions to be undertaken to address safety issues that may arise while undertaking the task.

3.9 First Aid and Equipment


The training prover must have a First aider appointed in writing and in position of first aid level 2 training.

- 4 The requirements of the OHS Act GSR 3 must be observed.
- 5 First aid appointments must be made to meet the requirements; this includes construction sites. Appointees must be trained to level 2. It is good practice for all employees to be trained to at least level 1.

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- 6 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.
- 7 A list of emergency numbers must be displayed on the notice boards and made accessible for all employees.
- 8 Principal Contractor must ensure that his /her employees and appointed contractor employees are familiar with the emergency numbers.
- 9 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.
- 10 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.
- 11 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.
- 12 The Principal Contractor and appointed contractor shall ensure that alternative arrangements be made for incidents occurring after working hours.

3.9.1 Boxes and equipment


The following is a list of minimum contents of a first aid box:

- Item 1: Wound cleaner/antiseptic (100ml).
- Item 2: Swabs for cleaning wounds.
- Item 3: Cotton wool for padding (100 g).
- Item 4: Sterile gauze (minimum quantity 10).
- Item 5: 1 Pair of forceps (for splinters).
- Item 6: 1 Pair of scissors (minimum size 100 mm).
- Item 7: 1 Set of safety pins.
- Item 8: 4 Triangular bandages.
- Item 9: 4 Roller bandages (75 mm X 5 m).
- Item 10: 4 Roller bandages (100 mm X 5 m).

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- Item 11: 1 Roll of elastic adhesive (25 mm X 3 m).
- Item 12: 1 Non-allergenic adhesive strip (25 mm X 3 m).
- Item 13: 1 Packet of adhesive dressing strips (minimum quantity, 10 assorted sizes).
- Item 14: 4 First aid dressings (75 mm X 100 mm).
- Item 15: 4 First aid dressings (150 mm x 200 mm).
- Item 16: 2 Straight splints.
- Item 17: 2 Pairs large and 2 pairs medium disposable latex gloves.
- Item 18: 2 CPR mouth pieces or similar devices.

A content check list must be available with all boxes and boxes shall be checked on a regular basis, kept clean and dust free.

3.10 Fire Equipment and maintenance

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

The training provider must make sure that the venue of the training has fire extinguishers available serviced and easily accessible


3.11 SHE Training

- 4 The principal contractor, when making a bid for this project shall provide a breakdown list of the SHE training requirements and the costing of such

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requirements. Similarly, appointed contractor must provide the same requirements when bidding with the principal contractor.

- 5 The scope of training includes but is not limited to the type of work being performed and the relevant procedures. Additional to the requirements, will be that the principal contractor and appointed contractors must have the appropriate qualifications, certificates and employees should always be under competent supervision.
- 6 Where legislative and Eskom recommended appointments are made, the relevant training shall be given to those appointees prior to the acceptance of those appointments.
- 7 When there is an amendment to the Acts and/or to the regulations, SHE specification and SHE plan, all affected staff shall undergo the applicable refresher training.
- 8 Appropriate time must be set aside for training (induction and other) of all employees.
- 9 Records of all training and qualifications of all contractor employees must be kept on the SHE file.


3.12 SHE Communication Systems

Principal Contractor/s and their appointed contractors must develop a communication strategy outlining how they intend to communicate SHE issues to their staff, the mediums they will employ and how they will measure the effectiveness of their SHE communication. Below is a brief on how communication should take place. Where project meetings are conducted on site, SHE shall be included as a standing agenda

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point and minutes of these meetings shall be available on site at all times. Minutes of meeting must be compiled and filed in the relevant SHE files. All employees shall have access to these minutes. Attendance register shall be kept for all the health and safety meetings.


3.13 Statutory Health and Safety Committees

1. The principal contractor shall establish statutory health and safety committee in terms of Section 19 of the OHS Act, Act. Similarly, appointed contractors shall establish their own statutory health and safety committee.
2. All appointed contractors shall be members of the principal contractor's safety committee.
3. The Committee shall meet to discuss SHE issues concerning the current work being performed, training, upcoming work and SHE requirements, incidents and lessons learned specific SHE problems, safety performance, action plans and other relevant SHE issues. Listed below is a preferred agenda.
4. SHE representatives for a workplace shall be members of the relevant workplace safety committees (Refer to Section 19 (2) (a) of the OHS Act).
5. The number of persons nominated by employer must not be more than the Health and Safety Representatives on that specific statutory health and safety committee. (Refer to Section 19(2)(c) of the OHS Act)
6. A statutory health and safety committee meeting shall be held at least 3 monthly (where medium to high risk work is involved, more frequent if required), and all appointed members of the committee shall attend the meeting.
7. Statutory health and safety committees may make recommendations to the principal contractor and the project manager and the Inspector at DoL.
8. All health and safety committees shall discuss all projects related OHS Act Section 24 and 25 incidents and other notified serious incidents.
9. Health and safety committees shall follow up on incident investigation recommendations and shall keep record of all recommendations made by the committee.
10. Statutory health and safety committees may make recommendations for the revision of current standards, procedures and practices.
11. The principal contractor and appointed contractors shall ensure that statutory and non-statutory health and safety committees carry out their duties.

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12. The chairperson of the health and safety committees shall be selected and appointed by the contractor. The appointed chairperson must be competent to chair meetings and be able to make informed decisions.

3.13.1 non-statutory health and safety committees

1. Where there are large worksites, then non-statutory sub-committee must be established within that worksite to assist with the communication of health and safety related matters between the statutory health and safety committee and the workplace.
2. The duties and responsibilities of the non- statutory health and safety committees will be the same as the statutory safety committee


3.13.2 Agenda

1. The following serves as the guideline for the SHE Committee meeting agenda.
 - List of agenda items:
 - Matters arising from previous minutes
 - Matters arising from Contractor's SHE meetings.
 - Audit results and feedback
 - Review Health and Safety Representative Inspection Reports
 - Review
 - Incident investigation reports
 - Non-Conformances
 - Announcements (near miss/injury/damage)
 - Follow up on recommendations made by the employer in incident investigation reports
 - Accident Prevention – Safety Promotion
 - Planned Job Observations
 - SHE Training
 - Protective clothing and equipment

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○ Incident Announcements / Recall

- Forthcoming High hazard activities.
- Non-conformances.
- Housekeeping.
- Work permits.
- Work procedures.
- Hazardous materials / substances.
- Fire Prevention
- Occupational Hygiene Assessments, Health Risks and Actions
- Security
- Construction vehicles and mobile equipment
- Rules, Instructions
- Public Safety
- Environmental Management
- Emergency Preparedness
- Statistics report
- Closure


3.13.3 Minutes and action items for all health and safety committee meetings

1. Minutes and record of action items shall be kept of all health and safety committee meetings.
2. Action column with target dates and responsible person shall be clearly visible on the minutes and shall be completed during the meeting.
3. Statutory health and safety committee meeting minutes and record of action items shall be kept for the duration of the project or a minimum period of three years.
4. Non-statutory health and safety committee meeting minutes shall be kept for the duration of the project or a minimum period of 12 months.

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5. All other meeting minutes where SHE is on the agenda, shall be kept for a minimum period of 12 months.
6. The original copy of the minutes and record of the action items must be signed by the chairperson.
7. The relevant project manager and principal contractor shall endorse the relevant minutes with his/her recommendations and return the minutes to the relevant contractors chairperson within 14 calendar days of the meeting.

3.13.4 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.
2. Where possible, tool box talks can be included in the pre-job brief meetings. If this does not occur, then weekly tool box talks must be conducted. The toolbox talk topics will be based on SHE issues pertaining to the construction site and or the project. The topic contents shall be in writing. Attendance registers with the topic listed shall be kept.


3.14 Training SHE AND INDUCTION

1. The principal contractor, when making a bid for this project shall provide a breakdown list of the SHE training requirements and the costing of such requirements. Similarly, appointed contractor must provide the same requirements when bidding with the principal contractor.

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2. The scope of training includes but is not limited to the type of work being performed and the relevant procedures. Additional to the requirements, will be that the principal contractor and appointed contractors must have the appropriate qualifications, certificates and employees should always be under competent supervision.
3. Where legislative and Eskom recommended appointments are made, the relevant training shall be given to those appointees prior to the acceptance of those appointments.
4. When there is an amendment to the Acts and/or to the regulations, SHE specification and SHE plan, all affected staff shall undergo the applicable refresher training.
5. Appropriate time must be set aside for training (induction and other) of all employees.
6. Records of all training and qualifications of all contractor employees must be kept on the SHE file.


3.14.1 Induction training

1. The principal contractor shall ensure that all his / her employees, appointed contractors and their employees have undergone the Eskom Safety Contractor Management 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.

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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.
4. All employees and visitors on site shall carry the proof of induction training.

3.14.2 Site specific induction training

The principal contractor shall ensure that all his / her employees and appointed contractor employees undergo site specific work induction with regard to the approved project SHE plan, general hazards prevalent on the construction site, construction risk assessment, rules and regulations, and other related aspects. The induction training should also include identification of sensitive features such as wetlands/vlei areas, red data species, graves, etc.

3.14.3 Visitors to site induction

1. Visitors to the site shall be required to undergo and comply with the 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.
3. Visitors who have completed site induction must be provided with a record of proof of Induction training.


3.14.4 General training

The principal contractor will be required to ensure that before an employee commences work on the project, the respective supervisor informs the employee of his scope of authority, the

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hazards associated with work as well as the control measures to be taken. This will include man-job specifications, the discussion of any task procedures or hazardous operational procedures to be performed by the employee. The Principal Contractor is to ensure that the supervisor has satisfied himself that the employee understands the hazards associated with any work to be performed by conducting task/job observations.

3.15 Emergency Management

The art of emergency preparedness and response is to minimise the effects of any emergency and to restore normal activities as soon as practical. The contractor must familiarise themselves with the Eskom 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.


3.16 Personal Protective equipment

1. The principal contractor must provide a detailed programme that includes the issuing, maintenance, and replacement of PPE for all his employees and appointed 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.

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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.

3.17 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.

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 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.


The contractor incident management procedure need to be aligned to Eskom’s 32-95 incident management procedure and timeline must be strictly adhered to.

The high level steps of the incident management procedure are as follows:

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1. Incident identification
2. Initiation and Execution of Emergency Response
3. Notification and Reporting
4. Incident prioritisation
5. Classification and Recording of Incidents
6. Incident investigation
7. Management of Corrective Actions (Safety Measures)
8. Incident close-out
9. Incident Communication

Timelines with regards to incident management need to be strictly adhered to as per 32-95 Occupational Health and Safety Incident Management Procedure and 240-131838225 Occupational Health and Safety Incident Management Definitions and Classification Parameters.

Failure to comply with these requirements will be seen as the contractor not fulfilling their contractual obligations and the relevant consequence management actions will be taken against contractors who do not comply.


Timelines include:

1. Notification of incident to relevant Eskom SHEQS department should be done before the end of shift or within 24 hours of the incident occurring.

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2. Investigation process to be initiated within 48 hours and concluded within 30 calendar days. The onus is on the contractor manager to provide evidence for the reasons why the Internal OHS Investigation could not be completed within 30 days and should be submitted to the relevant SHEQS department.

In the case of incidents involving contractor employees, the contractor must investigate those incidents as an employer in his/her own right (employer's investigation) and generate a report. The report and Annexure 1 must be submitted to the applicable OU/BU or on request to the Department of Labour by the contractor. Eskom may participate during these investigations.



32-95 Occupational
Health and Safety Inci


3,18 Driver and Vehicle safety

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.
 - d. Ensure that vehicles are not overloaded.
2. No drivers or operators may text, talk on cell phones or two-way radios whilst driving, unless a hands free kit is used.
3. All drivers of construction vehicles are to have valid medical fitness certificates.

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4. Each Project site that is enclosed by demarcation will have system/ process to manage vehicle access to site.
5. Contractor must maintain their vehicles in a roadworthy condition and a vehicle license must be always valid.
6. 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.
7. 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 the project.
8. Drivers/operators shall be responsible for the travel-worthiness of all loads conveyed by them. 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.



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r_and_Vehicle_Safety_


3.19 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.

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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 reserves the right to inspect tools or items of equipment brought to site by contractors for use on this project.
6. Should Eskom 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.


3.19.1 Hand tools

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

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3.20 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.

3.21 Auditing


3.21.1 Approval and compliance of principal contractor SHE plan

The Contractor's SHE Plan will be audited against compliance checklist so as to verify compliance to the requirements of the Eskom SHE specifications. Once there is compliance only then will the principal contractors SHE plan be approved by the project manager or an appointed Eskom contract custodian. The implementation of the SHE Plan shall be assessed / audited by Eskom personnel on a regular basis. This will include physical conditions evaluation.

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3.21.2 Eskom SHE audits

Eskom 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

There will be monthly audits conducted by Eskom on the principal contractor/s and/or appointed contractors. These audits shall be attended by the contractor's site manager or his representative.

If there are any findings / non-compliance identified as serious in these audits, an activity will be stopped for that specific Principal Contractor and appointed contractor. Refer to section on "Work Stoppage" in this SHE Specification.

3.23.3 Contractor audits

Principal Contractors are required to conduct internal audits on both their employees and their appointed 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 shall be submitted to Eskom project manager within one week after completion of the audit. Where appointed contractors are audited by the principal contractor a copy of the audit report shall be submitted to the appointed contractor within 7 days of the audit.

3.22 Smoking

The Tobacco products control act 83 of 1993 must be observed and smoking is permitted in designated areas only (Eskom Smoking Procedure 32-36).

3.23 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.

3.24 Occupational Health, Hygiene and Rehabilitation


All contractors are required to develop an Occupational Health, Hygiene and Rehabilitation program. The program is intended to ensure that the risks to health are identified and controlled.

3.25 Medicals

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

1. Principal contractors must ensure that their employees and their appointed 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 man job specification, which must indicate the description of work, list of hazards and potential occupational exposure limits, physical hazards and required physical attributes.
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 Principal Contractor must ensure that his / her employees and appointed contractor employees have undergone pre-entry medical examination before starting work on the contract.
5. The principal contractor shall provide a documented process for managing those employees who are issued with a conditional certificate of fitness.

3.26 Working at Heights


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.

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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. There are equipment inspection procedures and up-to-date inspection records.
8. Individuals are medically fit to work at height, and records of this are kept.
9. 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:

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	<p align="center">SHE SPECIFICATION</p> <p align="center">Provision of Service Providers of Institutionalised Training Contract for GEMMA Cluster</p>	Template Identifier	240-73416879	Rev	2
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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

3.26.1 General Requirements


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:

10. All appointments for the fall protection plan developer and implementer are in place.
11. 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.
12. Safe working procedure/task analysis and work instructions, approved by a competent person, are in place.
13. A fall rescue plan, along with necessary equipment and trained rescuers, is in place.
14. Appropriate training, as determined by the risk assessment, has been provided.
15. Appropriate height safety equipment and personal protective equipment have been issued to the individual.
16. There are equipment inspection procedures and up-to-date inspection records.
17. Individuals are medically fit to work at height, and records of this are kept.
18. A site-specific risk assessment is performed.

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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:

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

3.25 Risk Assessments


3.27 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. 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, appointed 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 Eskom then one of the close-out steps of the procedure will be for the offender to be called by the responsible project manager to explain the non-conformance issued and what plan is in place to prevent a recurrence of the non-conformance.
6. 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 Eskom requirements.

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7. After a contractor has been appointed a site specific safety file needs to be developed and submitted to the Eskom SHEQS department for evaluation. No contractor may commence with work before the site specific safety file is accepted and the site specific procedures are adhered to.
8. If a safety file reaches 80% compliance the contractor may enter the site under certain conditions. The sections of the file that is not approved may have a knock on effect on operations whereby certain duties may not commence due to the safety file requirements not being met. The sections of the file that is not approved on, work cannot commence.
9. Eskom reserves the right to stop any contractor performing unsafe work/conditions and can apply consequence management if any contractor fails to comply with any Legislative requirements as well as any Eskom Requirements, Standards and Procedures. Refer to 32-726 SHE Requirements for the Eskom Commercial Process Section 3.4.4.4.
10. Should Eskom personnel find that the site specific safety file is unsatisfactory, the process in Section 3.7 of 32-726 SHE Requirements for the Eskom Commercial Process shall be initiated.

3.28 SHE File


3.29 Work Stoppage

1. 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.
2. 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 Eskom where the contractor has not met the requirements defined legally or contractually.
3. Where stoppages are carried out, the required non-conformance report shall be raised.
4. All work stoppages ideally should be investigated and documented by contract custodians.

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3.30 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.

3.30.1 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 Eskom Supervisor or project manager of any work that needs to be performed after hours according to the agreed arrangements. (The application needs to be submitted timeously). Where applicable, the notification should include proof of application, for overtime, to the Department of Labour and /or the letter of approval from the Department of Labour.

3.30.2 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.

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.

3.30.3 Overtime

When overtime is required to be performed, the appointed contractors shall inform the principal contractor of such action. The principal contractor shall inform the Eskom 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.

3.31 Omissions from Safety and Health Requirements Specification


By drawing up this SHE specification Eskom 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 Eskom 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 Eskom of such issues when signing the contract.

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3.32 Contract Sign-Off

On completion of the project, all appointed contractors shall close out their project documentation; SHE files and forward such to the principal contractor. The principal contractor shall likewise close out his/her project documentation and SHE files and forward such to the Eskom project manager.

3.33 Project Statistics

The following information should be submitted by the 1st of each month to the Contract Manager/ Custodian:

- Contractor manpower numbers and hours worked for the purpose of calculating the contractor lost-time injury (LTIR) and total recordable injury (TRIR) rates
- Contractor incidents per month (fatalities, lost time, medicals, first aid and near-misses).
- Contractor confirmation that incident case studies were discussed and recommendations implemented.
- Contractor confirmation that all issues findings against them has been addressed as required.
- Contractor will submit their statistics every month using the latest 240-140441286 Contractor Manpower/Man-hours and OHS stats reporting form.

3.34 Weather Extremes

Contractors should after conducting a site-specific baseline risk assessment establish what weather extremes are occurring in the area and make provision for control measures to prevent or reduce exposure to their employees to an acceptable level.

3.35 Facilities Requirements


3.35 .1 Sanitation

- (1) Every employer shall provide sanitary facilities at a workplace in accord with Parts F, P and Q of the application of the National Building Regulations.
- (2) Notwithstanding the provisions of subregulation (1), an employer may, where less than 11 persons are employed on one premises, make arrangements.

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ements in writing for such persons to use closets and washbasins on adjoining premises: Provided that-

- a) such facilities are freely and readily accessible; and
- b) the facilities comply with the provisions of these Regulations as well as with SABS 0400 with respect to--
 - (i) the total number of employees who will be using the facilities; and
 - (ii) the condition of such facilities.

(3) Every employer shall--

- a) make toilet paper available free of charge to employed;
- b) provide every water closet pan designed to have a seat, with a seat;
- c) supply a towel to every employee for his or her sole use or disposable paper towels or hot air blowers or clean portions of continuous cloth towels, at washbasins; and
- d) provide toilet soap or a similar cleansing agent free of charge to employees.

(4) Every employer shall, under the circumstances contemplated in Table 4 of Part P of SABS 0400, provide showers for the use of his or her employees, and he or she shall-

- a) provide running hot and cold or premixed hot and cold water for wash basins and showers.
- b) ensure that the walls of that part of a room in which there are showers, are smooth and impermeable, and that the floor thereof is slip-free and sloped for effective drainage; and
- c) ensure that where showers are provided in a room with windows, such windows are glazed in obscure glass or similar material.


(5) In respect of each room in which there are closets, urinals, showers or washbasins, every employer shall-

- a) provide a conspicuous sign outside the entrance to such room to indicate the gender of the persons for whom the room is intended.

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- b) ventilate such rooms in accordance with the provisions of Part 0 of National Building Regulations.
- c) provide the necessary screen walls, partitions or doors to provide privacy; and
- d) ensure that water feeding to showers or washbasins on his or her premises which is not obtained from the water supply system of a local authority, complies with SABS 241.

Dining-rooms

5. (1) Notwithstanding the provisions of regulation 4 (3), every employer of employees who at a workplace--

- (a) are exposed to a hazardous chemical substance or a hazardous biological agent;
- (b) come into physical contact with any known poisonous substance, which may cause illness if taken orally;
- (c) are exposed to dirt, dust, soot or similar filth; or
- (d) handle or process untanned hides or skins, or unwashed wool or mohair, shall provide a separate dining-room or eating place on the premises which in respect of the maximum number of employees who will be using it at any one time, shall be in accordance with Part C of SABS 0400.


(2) An employer contemplated in sub regulation (1) shall-

- (a) provide tables and chairs in every dining room for the maximum number of employees who will be using the dining room at any one time;
- (b) ensure that a dining-room or eating place is not connected directly by means of a door or any other opening with any room in which there is exposure to a hazardous chemical substance or hazardous biological agent; or in which untanned hides or skins or unwashed wool or mohair are treated, processed or stored;
- (c) not store any material, tools or other goods not related to use of a dining-room in such dining room or allow such items to be stored therein; and

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(d) ensure that every dining room is naturally or artificially ventilated in accordance with Part 0 of the National Building Regulations.

Prohibition

6. Every employer shall-

(a) prohibit smoking, eating or drinking at workplaces contemplated in regulation 5(1); and

(b) display conspicuous signs or notices at such workplaces prohibiting smoking, eating or drinking

Drinking water

7. Every employer shall--

(a) make available an adequate supply of drinking water for his or her employees at their workplace; and

(b) clearly and conspicuously mark such, taps and pipes that is not fit for human consumption.

Seats

8. Every employer shall-


(a) where reasonably practicable, provide an ergonomically sound seat for every employee whose work can be effectively performed while sitting;

(b) where reasonably practicable, permit an employee whose work is normally performed standing to take advantage of any opportunity for sitting which may occur, and for this purpose the employer shall provide seating facilities; and

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(c) provide seats with backrests where the nature of work performed by the employees is such that such seats can be used.

3 .Acceptance
 Null.


4 Revisions

Date	Rev.	Compiler	Remarks
August 2015	0	F Poee	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.
	1		

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ANNEXURE 1 – FLASH REPORT

ACCIDENT / INCIDENT REGISTER NO :

PART 1 – TO BE COMPLETED FOR ALL ACCIDENTS / INCIDENTS:

ESKOM PUBLIC CONTRACTOR CASUAL/TEMP
 POOL COMPANY CAR SCHEME HIRED/PRIVATE

FIRST AID		ELECTRICAL CONTACT	
MEDICAL		EQUIPMENT DAMAGE	
FATAL		THEFT	
LOST TIME INJURY		ENVIRONMENTAL	
OCCUPATIONAL DISEASE		FIRE	
VEHICLE ACCIDENT		NEAR MISS	
STORM DAMAGE		ON DUTY	
OTHER		OFF DUTY	
CRIME RELATED INCIDENTS			
PRIORITISATION BY LINE & SHE USING THE MATRIX			
 Matrix.pdf			


NAME OF PERSON INVOLVED	
UNIQUE NUMBER OR IDENTITY NUMBER	
NATURE OF INJURIES SUSTAINED	
UNIT/SECTION/DEPARTMENT	
DATE OF ACCIDENT/INCIDENT	
LOCATION OF INCIDENT/ACCIDENT	
MANAGER/SUPERVISOR	
TELEPHONE NUMBER	

FULL DESCRIPTION OF ACCIDENT/INCIDENT :

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--

WHAT IMMEDIATE ACTION IS TAKEN TO PREVENT SIMILAR INCIDENT IN FUTURE?

LESSON LEARNT (GENERAL)

IMMEDIATE PRELIMINARY FINDINGS OBSERVED

SUBSTANCE ABUSE TEST DONE	YES		NO	
---------------------------	-----	--	----	--

PART 2 – TO BE COMPLETED FOR PUBLIC / CONTRACTOR / LIVESTOCK ACCIDENTS

LOW HANGING CONDUCTOR / CONDUCTOR ON GROUND		OTHER	
IRRIGATION PIPE INTO LINE			
TELKOM LINE INTO ESKOM LINE			
EXTERNAL / SUB-CONTRACTOR			
UNLAWFUL ENTRY / VANDALISM			
CRANE INTO LINE			
TREE ON LINE			
ESKOM VEHICLE INVOLVED			


PART 3 – TO BE COMPLETED FOR ALL VEHICLE ACCIDENTS

ESKOM DRIVER & UNIQUE NUMBER	
ESKOM VEHICLE REGISTRATION NUMBER	
DAMAGES TO ESKOM VEHICLE	
THIRD PARTY REGISTRATION NUMBER	
DRIVER OF 3 RD PARTY VEHICLE	
TELEPHONE NUMBER OF 3 RD PARTY	
NAME OF WITNESS	
WITNESS TELEPHONE NUMBER	

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PART 4 – TO BE COMPLETED FOR ALL ELECTRICAL CONTACTS

DD SHEET NUMBER	
LINE CLEARANCE	
SUB STATION AND NETWORK	
SECTION BREAKERS	
TEE LINE	
ESKOM VOLTAGE	
BEFORE THE METER	
BEYOND THE METER	

PART 5 – TO BE COMPLETED FOR ALL CRIME RELATED INCIDENTS

NAME OF INVESTIGATING OFFICER	
DATE , TIME REPORTED TO INVESTIGATING OFFICER	
ESTIMATED VALUE INVOLVED	
DESCRIPTION OF PROPERTY DAMAGE	
NAME OF POLICE STATION REPORTED TO	
DATE, TIME REPORTED TO SAPS	
PERSON REPORTING TO SAPS	

PART 6 – TO BE COMPLETED FOR ALL MEDICAL AND LOST TIME INJURIES

NAME OF ATTENDING DOCTOR	
NAME HOSPITAL TAKEN TO	
TELEPHONE NUMBER OF DOCTOR / HOSPITAL	
FAX NUMBER OF DOCTOR / HOSPITAL	
DATE OF TREATMENT RECEIVED	
TIME OF TREATMENT RECEIVED	


PART 7 – TO BE COMPLETED FOR ALL INCIDENTS / ACCIDENTS

FULL NAME OF PERSON REPORTING INCIDENT	
NAME OF SAFETY REP REPORTED TO	
TELEPHONE NUMBER	
FAX NUMBER	
DATE OF REPORTING INCIDENT / ACCIDENT	
TIME OF INCIDENT / ACCIDENT	

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Annexure 2 – Transportation of people at the back of open vehicles

DISTRIBUTION TECHNICAL INSTRUCTION

15 December 2011 Enquiries: Moniwa Mahlangu
Tel: (012) 421 6625

TECHNICAL INSTRUCTION: 11TI-027
ART: 21 – RISK MANAGEMENT

TRANSPORTATION OF PEOPLE AT THE BACK OF OPEN VEHICLES (BAKKIES)

Background

In the past years we have experienced fatalities where people were being transported at the back of open vehicles, this has had a major impact since these vehicles are not meant for the conveyance of people but material and tools instead and furthermore it is against existing laws in the country. It was also communicated through a technical instruction (10TI-012) issued on 26 March 2010 that the practice should be stopped, it was however observed that this practice still persists in the organization.

It is further expressed that all Eskom employees and contractors should ensure Zero Harm to employees whilst performing work and even travelling on a daily basis.

Instruction

In order to prevent these incidents and similar consequences, it is decided that no person will be transported in a vehicle that is not intended for the conveyance of people at all times. Therefore no one will be transported at the back of an LDV regardless of whether it is covered with a canopy.

This instruction should be implemented with immediate effect and be communicated to all the relevant parties.


This Technical Instruction is in accordance with Eskom's Policies & Procedure and applicable legislation.

Your commitment to Zero Harm to all is appreciated.


23/12/2011
 APPROVED BY: _____ DATE: _____

A Noah
Chairperson – Distribution SHEQ Committee


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ANNEXURE 3 - TRAINING NEEDS MATRIX

	CORE SAFETY, HEALTH AND ENVIRONMENT COMPETENCY TRAINING MATRIX	Template Identifier	240-43921898	Rev	4
		Document Identifier	240-89306315	Rev	1
		Authorisation Date	December 2019		
		Review Date	December 2024		

Introduction:


This training matrix is to be read in conjunction with 32-477 (SHE Training and Development Procedure)

OU/BU		18	10	19	23	23	23	23	23	23	22	23	23	23	2	22	23	23	23	23	2	3
GM/PSM		4	1	1	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0
Required Training		22	11	20	23	23	23	23	23	23	23	23	23	23	2	23	23	23	23	23	2	3
Training Compliance	99.0%	81.8%	90.9	95.0	100.0	100.0	100.0	100.0%	100.0	95.7%	100.0	100.0%	100.0	100.0	100.0	95.7%	100.0	100.0	100.0	100.0	100.0	100.0

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EMPLOYEE (Name and surname)	DESIGNATION	Safety Induction Training		SHE Systems Training				General Health and safety				Construction SHE Management Training				Other OHS Training Requirements:				
		Site Specific SHE Induction	Task Specific SHE Induction	ISO 14001 Environmental management system standard awareness	Occupational Health and Safety Assessment Series Awareness – OHSAS 18001: 2007	Occupational Health and Safety Assessment Series Implementation – OHSAS 18001: 2007	ISO 45001 Occupational Health and Safety Standard Awareness	General Health and Safety Awareness/ Introduction to Basic	Office Health and Safety	NEBOSH Occupational Health and Safety	SHE Training for Supervisors	Contracts Health and Safety Management Training for Tender	Contracts Health and Safety Management Training for Procurement	Contracts Health and Safety Management Training for Construction Clerk-of-works, Project Supervisors, Managers	First Aid	Fire Fighting	Safety representative	FAS and FAS Rescue	Fall Protection Planner	ETC.
		Done	Req	Req	Done	Done	Done	Done	Done	Req	Done	Done	Done	Done	Req	Done	Done	Done	Done	Done
		Req	Done		Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done
		Req	Done		Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done
			Done		Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done
		Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done
		Done		Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done	Done

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Annexure 4 – Construction Evaluation Template

<h2>TRAINING PROVIDER EVALUATION TEMPLATE</h2>		
PRINCIPAL CONTRACTOR DETAILS		
Site Name & Address		Telephone:
Project Manager (Client)		Telephone: Cell No :
Service provider Name		Telephone: Cell No :
Training provider's Manager		Cell:
Training provider's Safety officer		Cell:

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Scope of Work	
Project Commencement Date:	
Project Completion Date:	


1

Codes	Legal Requirements	Legal Ref	STATUS			What to look for??	Actions & Comments
			Y	N	N/A		
A1	OHS Policy	Sec. 07 OHS ACT				Written OHS policy wrt protection of the Health and Safety of employee at work Includes description of organisation, Arrangements for carrying out and reviewing policy	

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

					SHE Policy must be signed by the CEO of the company and dated.	
A2	Mandatory Agreement	Sec. 37(2)			A signed 37-2 agreement (new) by Client and Principal Contractor https://hyperwave.eskom.co.za/240-77037682	
					If applicable between Principal contractor and their appointed contractors (includes security contractors)	
		Section 10 (4)			Is there an agreement of Client and/ or Supplier using third party equipment/ machinery on site?	
		32-726 (Annexure B)			Signed Annexure B Acknowledgement of Eskom SHE rules and other requirements	

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					 Acknowledgement Form for Eskom SHE I	
		Adherence to Requirements			Signed Adherence to the Occupational Health and Safety Act, Act No 85 of 1993 and Regulations, Eskom SHE Specification and other Requirements  Letter to Contractor Executives 18-12-202	
A4	H&S specification for the project	CR 5(1)(f)			Client Issued H&S Specification to be included in file	
A5	Total Number of employees on site	CR 5(1)(h)			Employee list site specific to the project OHS Organogram with job descriptions	

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A6	Letter of Good Standing	CR 5(1)(j)				A valid current FEM/COID letter of Good Standing, Number and expiry date/ Nature of Business must reflect the scope of work of that specific project.
A7	H&S Plan	CR7 (1)(a)				H&S Plan to be aligned to Clients H&S Specification/ scope specific to the project

Codes	Appointments & Competencies	Legal Ref	Status			What to look for?	Actions & Comments
			Y	N	N/A		
B1	CEO	Sec.16(1)				Confirmation letter/ Letter of resolution by board of directors	
B2	CEO Assignee	Sec. 16(2)				Letter of Appointment	

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B3	First Aider	GSR 3(4)				Letter of appointment and proof of competency Proof that training service providers is SAQA accredited – Scope of approval of accreditation	
B4	Construction H&S Officer(part-time)	CR 8(5)				Letter of Appointment and competency	
B5	Ladder Inspector	GSR 13A				Letter of Appointment & proof of competence Proof that training service providers is SAQA accredited – Scope of approval of accreditation	
B6	Incident Investigator	GAR 9(2)				Letter of appointment and a certificate in incident investigation e.g. RCAT	

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Codes	Risk Assessment	Legal Ref	Status	What to look for?	Actions & Comments
				Proof that training service providers is SAQA accredited – Scope of approval of accreditation	
B7	Risk Assessor	CR 9(1)		Letter of appointment & proof of formal Risk Assessment course/training attended- Institution name Proof that training service providers is SAQA accredited – Scope of approval of accreditation	
B8	Fall Protection Planner	CR -10(1)(a)		Letter of appointment and proof of training Proof that training service providers is SAQA accredited – Scope of approval of accreditation US:229994 must reflect on certificate	

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			Y	N	N/A		
C1	Risk and Hazard Identification	CR 9(1)(a)				Site specific Baseline Risk Assessment	
C2	Risk and Hazard Analysis	CR 9(1)(b)				A documented method on how hazards and risks are evaluated and analysed : Risk matrix	
C3	Risk Control	CR 9(1)(c)				Documented Risk Mitigation/ Control plan	
C4	Task Manuals and Safe Work Procedures	CR 9(1)(c)				List safe work procedures to mitigate, reduce or control the risks on the BRA Methods used to address all the risks identified per location and as per scope of work	

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C5	Monitoring Plan/Mechanism	CR 9(1)(d)				A monitoring plan- How are risks monitored. Note: during execution phase planned task observation at 4 per month by the supervisor, Working at Heights & Specialized Vehicle equipment	
C6	Review Plan	CR9(1)(e)				A review plan demonstrating the frequency of review of Baseline RA's (Date of review of the plan if terms of incident occurs)	
Codes	Fall Protection	Legal Ref	Status			What to look for?	Actions & Comments
			Y	N	N/A		
D1	Fall Protection Plan: Risk assessment	CR 10(2) CR 10(2) (a)				Proof of: a risks assessment that includes Hazards and risks associated with all work carried out at positions of elevation and procedures and methods used to address all the risks identified per location.	

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D2		32-418				Risks to be considered refer to 3.3.2 (b) pg. 8&9 of 32-418: Working at Heights Procedure.  Work at Height Standard 32-418.pdf	
D3	Fall Protection plan: Process for evaluating employees medical fitness necessary to work in a fall risk position	CR 10(2)(b)				Process for evaluating employees medical fitness	
D4	Fall protection plan: Training programme	CR 10(2)(c)				Programme for training of employees working from a fall risk position	
D5	Fall protection plan: Training programme					FAS Unit standard 229998	
						Rescue Training Unit standard 229995	

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D6	Fall protection plan: Inspection, testing and maintenance of all Fall Protection Equipment	CR10(2)(d)				Procedure outlining the Inspection, testing and maintenance of all Fall Protection Equipment	
D7	Fall protection plan: Rescue Plan	CR10(2)(e)				Rescue plan detailing the necessary procedure, personnel and suitable equipment required to affect rescue of a person in the event of a fall incident to ensure that the rescue procedure is implemented immediately following the incident	
D8	3.5.11 At least two persons per team have to be able to perform rescues if work at height is involved. All personnel trained to perform rescues will be trained to first aid Level 2.	32-418				Two rescuers per team – Provide names of rescuers	
						Proof of first aid level two training of rescuers	
Codes	Induction Training	Legal Ref	Status		What to look for?		Actions & Comments

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			Y	N	N/A		
E1	Training Matrix/ Syllabus of the Company					Training analysis/Matrix	
E2	Was Induction done by the Company?					Proof of Company Induction (Attendance register) & Contractor Induction Curriculum Content	
Codes	Medical Surveillance	Legal Ref	Status			What to look for?	Actions & Comments
			Y	N	N/A		
F3	Medical certificates for all employees	CR 7(8)				Medical Certificates of all employees in the project by OHP & OHNP	
F4	Certificate of medical fitness	CR10(2)(b)				Evaluation of medical fitness of employees working at heights by OHP & OHNP	

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Codes	Procedures	Legal Ref	Status			What to look for?	Actions & Comments
			Y	N	N/A		
11	Incident Management Procedure	32-95				Incident Management procedure to be aligned to 32-95, wrt reporting, recording, classification and investigation	
12	Effective Evacuation Plan	CR 29(1)(i)				Evacuation Plan (e.g. Check emergency number, appointments letters and Fire extinguisher handling awareness etc.)	
13	Vehicle Safety Management	32-345				Vehicle Safety Management Procedure to be aligned to Eskom 32-345	
Other SHE Specification Requirements							
% Compliance to SHE Specification		100% compliant					Below 100% compliant
Function Representative		Name & Surname		Signature		Date	
Signature of Eskom SHE Officer							
Signature of Project Co-ordinator							

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Signature of Principal Contractor Health and Safety Officer / Representative					
--	--	--	--	--	--


(100% requirements met) - The file is FULLY compliant in all respects and the contractor may access the site and commence work.

(Less than 100% requirements met) - The file is non-compliant – The contractor may not have access to site or commence work. The contractor must rectify the deviations as listed on the following page and the file is re-viewed and a new assessment form is completed achieving full compliant.


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Annexure 5 – 37(2) Agreement Template

	For Occupational Health and Safety Act: Section 37(2) Agreement - Form	Document Identifier	240-77037682	Rev	
		Effective Date	January 2026		
		Review Date	January 2031		

**SECTION 37(2) AGREEMENT
 CONCLUDED BETWEEN**

.....[insert name of subsidiary or Eskom Holdings SOC Limited]

AND

.....

(Name of contractor/supplier)


I,[(insert name of person representing contractor/supplier company)representing [insert name of contractor/supplier], do hereby acknowledge that [insert name of contractor/supplier] is an employer in his/her own right, with duties as prescribed in the Occupational Health and Safety Act No. 85 of 1993 (“the Act”), as amended and any other statutory obligations thereto, agree to ensure that all work will be performed and/or machinery or plant used in accordance with the provisions of the Act.

I undertake that [insert name of contractor/supplier] shall strictly adhere to, and ensure that his/her employees adhere to, the provisions of the Occupational Health and Safety Act, 1993 (Act 85 of 1993).

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I have been provided with SHE specifications for project/service*[insert brief details of project/service, for example, name, contract/project number]*

and will comply with the requirements set out in these.

I accept and agree that the SHE specifications constitute arrangements and procedures between *(insert name of contractor/supplier)* and *[insert name of subsidiary or Eskom Holdings SOC Limited]* which will ensure compliance by *[insert name of contractor/supplier]* with the provisions of the Act, as contemplated in section 37(2) of the Act.

This agreement constitutes the sole agreement between the parties, and no variation, modification, or waiver of any of the provisions of this agreement or consent to any departure from these shall, in any manner, be of any force or effect, unless confirmed in writing and signed by both parties, and such variation, modification, waiver, or consent shall be effective only in the specific instance and for the specific purpose and to the extent for which it was made or given.

This agreement is signed on behalf of the parties, each signatory to this warranting that he/she has the requisite authority to do so.

Signed this day of 20 at

..... *(Place)*

(Full name).....


(Signature)

.....on

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behalf of (Contractor/supplier)

Contractor Responsible Manager *(responsible for signing the contract on behalf of the contractor/supplier)*

Witnesses

1.
2.

Signed this day of 20 at

(Place)

(Full name)..... *(Signature)*

behalf of [insert name of subsidiary or Eskom Holdings SOC Limited]
(Contracts and/or Project Manager or Representative)


Witnesses

1.
2.

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Annexure 7 – Annexure B: Eskom Acknowledgement Form for OHS legal and other requirements

	Annexure B: Eskom Acknowledgement Form for OHS legal and other requirements	Template Identifier	240-43921804	Rev	5
		Document Identifier	240-77471499	Rev	3
		Effective Date	May 2021		

Annexure B: Acknowledgement Form for Eskom OHS legal and other requirements


NOTE: the supplier/contractor/tenderer has to ensure that he/she understands the OHS requirements listed hereunder.

<p>1. The supplier/contractor/tenderer is expected to comply to the following documents when working at/rendering a service to Eskom but not limited to the following:</p> <ul style="list-style-type: none"> a. Eskom contractor Health and Safety requirements standards 32-136 b. OHS specification/requirements provided c. Occupational Health and Safety Act 85 of 1993 d. Compensation for Occupational Diseases and Illnesses Act 130 of 1993 <p>Note: Please note that after contract award, it is your responsibility to fully align the company's processes to Eskom's OHS requirements (policies, procedures, standards etc).</p>
<p>2. Penalties shall be enforced on the main supplier for non-conformance/s (identified for the main supplier and/or its contractor and/or supplier) pertaining to Eskom and/or Statutory OHS requirement/s.</p>
<p>4. Ensure that all employees (contractors/suppliers) undergo the relevant Eskom induction and the company's</p>
<p>5. Management of Contractors/ Suppliers</p> <p>The main contractor/supplier:</p> <ul style="list-style-type: none"> a) Has to demonstrate to Eskom the process and selection criteria applied when appointing contractors and suppliers. b) Has to provide notification to Eskom, prior to the appointment of contractors or suppliers for the commencement of work. c) Has to ensure that contractors/ suppliers have adequate resources and competencies. d) Is accountable for the management of its contractors/ suppliers in order to ensure that the applicable legal and Eskom requirements (that are applicable to the main supplier during contract execution) are complied with by the contractors or suppliers.

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- e) The main supplier shall monitor contractors or suppliers through audits and assessments with regard to OHS compliance during the execution of the work.
- f) The grounds for the termination of work done by contractors/suppliers shall be provided by the main supplier.
- g) All non-conformances/non-compliance by the contractors/suppliers (all tiers) to the main supplier shall be dealt with directly with the main contractor/supplier in terms of performance and penalty processes.
- h) Eskom reserves the right to verify this when deemed necessary. The contractor may be instructed to provide copies of testimonials/references and the contact detail of clients (including Eskom) for whom the Company has done previous work of a similar nature

I, the undersigned, hereby acknowledge that I have obtained copies of the above documents and confirm that I fully understand them and the consequences of non-compliance.

Signed at on day of 20.....

Company/Supplier Name:

.....

Name of Authorised person (CEO/Director/ Managing Director)

.....

Signature

.....

Date


Witness 1

Witness 2

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Annexure 8 – Behavioural Observation Form

Behavioural Observation Form – Standard					
Observer's Details					
Name of Observer:			Date of Observation:		
Duration of Observation (min) :			Task Grading of Observer:		
Operation Unit:			Observer's Dept./Area:		
Dept. observed:		Location/Area/PS/Unit:			
People Observed			Group Observed		
Number of people observed:		Employee:		Co-Observers	
Number of people working safely:		Principal Contractor:		Co-Observer:	
		Sub-Contractor:		Co-Observer:	
Number of people working unsafely:		Visitor:		Co-Observer:	
Type of activity Observed:					
Safe behaviours and Safe Conditions Observed					
Activity is:	Safe	(If block is selected - describe safe behaviours and conditions in above block)			
	Unsafe	(If block is selected - Please identify the unsafe actions in the categories below)			
Unsafe Categories					
PPE		Positions of People		Reactions of People	
<input type="checkbox"/> Ears		<input type="checkbox"/> Striking against or getting struck by		<input type="checkbox"/> Adjust PPE	
<input type="checkbox"/> Eyes and face		<input type="checkbox"/> Caught in or between objects		<input type="checkbox"/> Change position	
<input type="checkbox"/> Feet and Legs		<input type="checkbox"/> Fall/could fall		<input type="checkbox"/> Rearrange job	
<input type="checkbox"/> Hands and Arms		<input type="checkbox"/> Contacting extreme temperatures		<input type="checkbox"/> Stop activity	
<input type="checkbox"/> Head		<input type="checkbox"/> Inhaling or swallowing hazardous substances		Orderliness/Housekeeping	
<input type="checkbox"/> Respiratory System		<input type="checkbox"/> Repetitive motion		<input type="checkbox"/> Not understood	
<input type="checkbox"/> Trunk		<input type="checkbox"/> Awkward positions		<input type="checkbox"/> Not known	
		<input type="checkbox"/> Electrical contact		<input type="checkbox"/> Not followed	
Tools and Equipment			Procedures		
<input type="checkbox"/> In bad, unsafe condition			<input type="checkbox"/> Not adequate		<input type="checkbox"/> Not followed
<input type="checkbox"/> Not used correctly			<input type="checkbox"/> Not known		<input type="checkbox"/> Not understood
<input type="checkbox"/> Wrong for job					
Reasons for Unsafe Behaviours					
<input type="checkbox"/> Not available			<input type="checkbox"/> Knowledge (training)		
<input type="checkbox"/> Unaware of risk			<input type="checkbox"/> Not practical		
<input type="checkbox"/> Uncomfortable			<input type="checkbox"/> Time pressure		
<input type="checkbox"/> Cost			<input type="checkbox"/> Unclear responsibility		
<input type="checkbox"/> Forgetting					
Comments/Follow-up Actions:					

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Annexure 9 – Annexure D SHE Post-contract Reviews

	Annexure D: OHS KPI's and Post-Contract Reviews	Template Identifier	240-43921804	Rev	5
		Document Identifier	240-77472561	Rev	3
		Effective Date	May 2021		

The objectives and outcome of the OHS post-contract review shall be reflected in the contractual requirements for the supplier so that the supplier is aware of this exercise.

An evaluation will be conducted and will be supported by the objective evidence documented during the term of the contract. The evaluation report must be filed in the contract documents.

The following criteria (but not limited to) shall be considered for the review:

- Accident and injury data for the contract.
- OHS non-conformances.
- Duration and effectiveness in addressing and closing out OHS deficiencies/corrective actions.
- Legal compliance with OHS requirements.
- Number of behavioural safety observations conducted by contract manager and the contractor supervisors.
- Close-out of Incident Investigations.
- No. of staff members (incl. subcontractors and suppliers) who contravened the Eskom Lifesaving rules.
- Prohibition and contravention notices issued by Department of Labour/Dept. of Mineral Resources notices, Department of Environmental affairs etc.
- Contributions and effort made to improve OHS performance
- Contractor /Supplier (including its contractor) total number of incidents:
 - Fatalities,
 - Lost-time injuries,
 - reportable incidents (Department of Labour/Department of Mineral Resources/Department Environmental affairs)


The following matrix shall be used to assess the performance against the identified criteria.

The OU/BU may add or remove KPI's to ensure practicality:

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	Annexure D: OHS KPI's and Post-Contract Reviews	Template Identifier	240-43921804	Rev	5
		Document Identifier	240-77472561	Rev	3
		Effective Date	May 2021		

1. Contractor OHS KPI (Business units or Operating units must ensure alignment to the business KPI's)

Supplier's name: Project Ref number:


Scope of work:

KPA	KPI	Weighting	Floor	Kick	Target	Stretch	Ceiling
1. Fatalities	1.) No of fatalities experienced for the fiscal year or the duration of the project if less than 12 months	40%	2	1	0	-1	-2
2. Lost time incidents / LTIR	1.) Lost time incidents/LTIR for the fiscal year the duration of the project less than 12 months	30%	4	3	2	1	0

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3. OHS compliance	1.) Supplier average audit rating for the fiscal year the duration of the project less than 12 months	20%	1	2	3	4	5
	2.) Supplier has closed out audit findings/non-conformances within a specified period.		80%	85%	90%	95%	10%
	3.) Eskom Safety rules violation for the fiscal year the duration of the project less than 12 months		40%	20%	0%	-20%	-40%
4. OHS improvement programme	1.) Supplier has implemented OHS interventions or initiatives to improve on the Health and Safety of employees	10%	60%	70%	80%	90%	100%
	2.) Supplier participate in Eskom's OHS interventions and programmes (Safety stand offs, OHS campaigns/events, cooperation, provide the required feedback or information etc)		60%	70%	80%	90%	100%

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	Annexure D: OHS KPI's and Post-Contract Reviews	Template Identifier	240-43921804	Rev	5
		Document Identifier	240-77472561	Rev	3
		Effective Date	May 2021		


2. Post Contract Evaluation Report:

Unacceptable	Satisfactory	Good	Exceptional
Comments:			
Decision: Will this Supplier be Recommended for Future Work Within Eskom? Tick Applicable Column			
Yes, With Reservations	Yes	No	
Substantiate the reasons for reservation (if applicable):			
Names and designations and contact details of persons that conducted the post contract review:			

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Unacceptable	Satisfactory	Good	Exceptional
<p>Administrative:</p> <p>Performance record and evaluation data on this form have been completed by:</p> <p>Client representative:</p> <p>Name: _____ Title: _____</p> <p>Signature: _____ Date: _____</p> <p>Additional comments:</p>			

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Annexure 10 – TASK OBSERVATION FORM

1																																																																																				
.																																																																																				
	Task observer's name:..... Section / department: Occupation:..... Date: Time with task:		Task observed / Scope of work: Location: Is there a procedure for this task? <input type="checkbox"/> Procedure ref. no. Work order no.																																																																																	
2	REASON FOR OBSERVATION																																																																																			
.	Planned <input type="checkbox"/> Accident repeater <input type="checkbox"/> Experience worker <input type="checkbox"/> Risk taker <input type="checkbox"/> Follow-up <input type="checkbox"/> Name of employee/s being observed: _____ _____ _____																																																																																			
3	TASK OBSERVATION																																																																																			
.	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 45%;">Did employee adhere to the procedure/practice requirements?</th> <th colspan="2"></th> <th colspan="3">Could observed practices / conditions lead to:</th> </tr> <tr> <th></th> <th>Yes</th> <th>No</th> <th></th> <th>Yes</th> <th>No</th> </tr> </thead> <tbody> <tr> <td>1. Failure to use PPE</td> <td></td> <td></td> <td>1. Injury:</td> <td></td> <td></td> </tr> <tr> <td>2. Ignore safety specifications</td> <td></td> <td></td> <td> a) Risk of getting caught by</td> <td></td> <td></td> </tr> <tr> <td>3. Tools equipment:</td> <td></td> <td></td> <td> b) Risk of striking against/get struck by</td> <td></td> <td></td> </tr> <tr> <td> a) used correctly</td> <td></td> <td></td> <td> c) Risk of fall from same level</td> <td></td> <td></td> </tr> <tr> <td> b) In good and safe condition</td> <td></td> <td></td> <td> d) Risk of fall from different level</td> <td></td> <td></td> </tr> <tr> <td> c) Test certificates valid and available</td> <td></td> <td></td> <td> e) Risk of slip, trips and falls</td> <td></td> <td></td> </tr> <tr> <td>4. Toolbox Talk:</td> <td></td> <td></td> <td>2. Illness (fumes, gas, etc.)</td> <td></td> <td></td> </tr> <tr> <td> a) Work instructions/task manuals used</td> <td></td> <td></td> <td>3. Costs (delays)</td> <td></td> <td></td> </tr> <tr> <td>5. Complete Worker's register</td> <td></td> <td></td> <td>4. Poor quality (non-conformance)</td> <td></td> <td></td> </tr> <tr> <td>6. Risk Assessment been done</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>7. Valid work permits available</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>						Did employee adhere to the procedure/practice requirements?			Could observed practices / conditions lead to:				Yes	No		Yes	No	1. Failure to use PPE			1. Injury:			2. Ignore safety specifications			a) Risk of getting caught by			3. Tools equipment:			b) Risk of striking against/get struck by			a) used correctly			c) Risk of fall from same level			b) In good and safe condition			d) Risk of fall from different level			c) Test certificates valid and available			e) Risk of slip, trips and falls			4. Toolbox Talk:			2. Illness (fumes, gas, etc.)			a) Work instructions/task manuals used			3. Costs (delays)			5. Complete Worker's register			4. Poor quality (non-conformance)			6. Risk Assessment been done						7. Valid work permits available					
Did employee adhere to the procedure/practice requirements?			Could observed practices / conditions lead to:																																																																																	
	Yes	No		Yes	No																																																																															
1. Failure to use PPE			1. Injury:																																																																																	
2. Ignore safety specifications			a) Risk of getting caught by																																																																																	
3. Tools equipment:			b) Risk of striking against/get struck by																																																																																	
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4	NON COMPLIANCE PRACTICES OBSERVATION					
.		Yes	No		Yes	No
	1. Working at unsafe speed			7. Failure to warn		
	2. Using unsafe equipment			8. Taking chances		
	3. Using equipment unsafely			9. Failure to identify hazards		
	4. Unsafe loading, placing & lifting			10. Failure to secure lock-out		
	5. Taking unsafe position			11. Safety signs ignored		
	6. Safety rules ignored					
	NOTE: ALL OBSERVED CLASS HAZARDS SHALL REQUIRE IMMEDIATE INTERVENTION					
5	OBSERVED DEVIATIONS / NON-CONFORMANCES					
.						
6	AT RISK BEHAVIOURS					
.						
7	PROPOSED CONTROLS					
.						
	Compile a procedure for this task	<input type="checkbox"/>		Issue a standing instruction	<input type="checkbox"/>	
	Revise present procedure	<input type="checkbox"/>		Change work methods	<input type="checkbox"/>	
	Retraining of employees	<input type="checkbox"/>		Professional referral	<input type="checkbox"/>	
	Engineering revision	<input type="checkbox"/>		Coaching	<input type="checkbox"/>	
8	ANALYSIS					
.						

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IAC – inadequate capability <input type="checkbox"/>	ABU – abuse or misuse / e / drugs or alcohol <input type="checkbox"/>	MAIN – inadequate maintenance <input type="checkbox"/>
KNO – lack of knowledge <input type="checkbox"/>	NAT – natural factors <input type="checkbox"/>	EQU – inadequate equipment <input type="checkbox"/>
SKI – lack of skill <input type="checkbox"/>	LEA – inadequate leadership <input type="checkbox"/>	STA – inadequate work / train. Standards <input type="checkbox"/>
STR – stress <input type="checkbox"/>	ENG – inadequate engineering <input type="checkbox"/>	WEA – wear & tear <input type="checkbox"/>
MOT – improper motivation <input type="checkbox"/>	PUR – inadequate purchasing <input type="checkbox"/>	CON – inadequate control <input type="checkbox"/>

9.	DISCUSSION BETWEEN SUPERVISOR/OBSERVER AND EMPLOYEE	
	1. EMPLOYEE EXPLANATION FOR RISK BEHAVIOUR	
	2. AGREEMENT TO CHANGE AT RISK BEHAVIOUR	
10	FOLLOW-UP ACTION	WHEN / WHO

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Person being Observed signature: _____ Date: _____

Signature (Task Observer): _____ Date: _____

Signature Chairperson Safety Committee: _____ Date: _____

(if deviations were found)

NOTE 1: ALL PROPOSALS / REVISIONS MUST BE ATTACHED TO THIS REPORT

NOTE 2: THIS FORM SHOULD USED FOR UNPLANNED OBSERVATIONS CARRIED OUT ON NON CRITICAL TASKS

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Annexure 11 – Contractor SHE File Hand Back Record

	CONTRACTOR SHE FILE HAND BACK RECORD	Document Identifier	240-76755865	Rev	1
		Authorisation Date	01 March 2014		
		Review Date	January 2019		

Delete not applicable

*Contract / Project : _____

*Contract / Project Number: _____

I, _____ in my capacity as _____
have received the SHE File for the above mentioned Contract / Project from:

Details of Contractor

Trading Name	
Company Registration Number	
Contact Person	
Contact Number	
Address	

The contents of the file include:

Note: member receiving to ✓ requirement for inclusion in file for project specific

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Requirement	Minimum Requirement ✓	In file
All drawings, photographs, designs	✓	
Copy SHE policy	✓	
Copy Letter of Good Standing	✓	
Sect 16(2) Appointment	✓	
Project / Contract scope of work	✓	
Project / Contract SHE plan	✓	
Principal Contractor Appointment	✓	
H & S Representative appointment	✓	
Safety Officer appointment	✓	
Construction Notification application	✓	
Construction Work Permit approval	✓	
Approved copy of specific SHE plan	✓	
Project Organisational Organogram	✓	
Breakdown for costing for SHE	✓	
Scope of Work	✓	
Competency Training records	✓	
Incident investigation records	✓	
Base Line Risk Assessments	✓	
Fall protection plan	✓	
Medical Certificates	✓	
Emergency Management plans	✓	
Fire Risk Management plans	✓	
First Aid Management	✓	
SHE Communication System	✓	
Pre start job assessment / talk	✓	
Relevant Equipment check lists	✓	
Audit reports		
•		
•		
•		
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•		
•		
•		

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- Assessor to add additional project / contract specific requirements

Comments by member receiving file:

SHE File handed in by:

Name: _____ Signed: _____

Date of Handover: _____

SHE File received by:


Name: _____ Signed: _____

Date Receiving: _____

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Annexure 12 – OHS Tender Evaluation Template

	Annexure C 4: OHS Tender Evaluation Template	Template Identifier	240-43921898	Rev	5
		Document Identifier	240-106084699	Rev	2
		Effective Date	May 2021		


1. Tenderer's / Supplier's name: Tender Ref number:

Scope of work:

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		Review Date	April 2026		

<u>Ref.</u>	<u>OHS Tender Returnable</u>	<u>Submission</u>	<u>Comments</u>
		Y = Yes N= No N/A = Not applicable	
1	Annexure B Is the acknowledgement of Eskom's OHS legal and other requirements form signed and submitted by the tenderer?		
2	OHS plan (Must address the project /scope of work OHS risk(s) and aligned with the health and safety specification or requirements)		
4	Baseline Risk Assessment (BRA)		

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<u>Ref.</u>	<u>OHS Tender Returnable</u>	<u>Submission</u>	<u>Comments</u>
		Y = Yes N= No N/A = Not applicable	
	Identification, assessment and management of OHS. The methodology and applicable risk matrix used for the risk assessment must be provided together with the BRA		
5	Valid Letter of Good Standing (COIDA or equivalent)		
6	OHS policy signed by CEO The submitted policy document must comply to OHS Act Section 7		

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		Review Date	April 2026		

<u>Ref.</u>	<u>OHS Tender Returnable</u>	<u>Submission</u>	<u>Comments</u>
		Y = Yes N= No N/A = Not applicable	
7	OHS Competency (Consider scope of work, risks, SHE plan and applicability) CV,s and qualifications / certificates (List competencies required) <ul style="list-style-type: none"> - First aiders - Fire fighters - Safety officer (Part time) - SHE Representative - Incident investigator - Risk assessor 		

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		Review Date	April 2026		


<u>Ref.</u>	<u>OHS Tender Returnable</u>	<u>Submission</u>	<u>Comments</u>
		Y = Yes N= No N/A = Not applicable	
	- Driver competency Driver's license and PDP for the driver		
8	Medical Fitness Certificates - by Occupational Health Practitioner for any two employees or Medical Program		

*NOTE: For explanatory notes for the listed items (SHE requirements) please refer to [240 - 77433139 Annexure A: Supplier Risk Category](#)

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1. Other requirements


Annotation: Populate additional OHS tender returnable(s) that are applicable to the scope of work and need to be evaluated prior to contract award. *This section must be deleted if not applicable.*

<u>Ref.</u>	<u>OHS Tender Returnable</u>	<u>Submission</u>	<u>Comments</u>
		Y = Yes N= No	
9	Driver and Vehicle procedure		
10	Facilities training and Accommodation Dining areas Facilities for safe keeping Sanitation		

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<u>Ref.</u>	<u>OHS Tender Returnable</u>	<u>Submission</u>	<u>Comments</u>
		Y = Yes N= No	
	Clean drinking water Sufficient seats Emergency plan		
	Recommendation		Recommended /Not Recommended

.....

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		Review Date	April 2026		

Eskom OHS Representative

Designation

Signature

Date

Development Team

Diane Maunatlala

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