

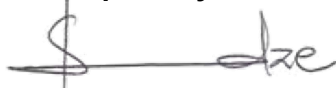
	SHE SPECIFICATION Technical Work	Telecommunications
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Title: **General Facilities Contract for
Eskom Telecommunications
Radio Sites in Western region**

Unique Identifier: **ETS202271**

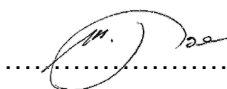
Project Reference Number:

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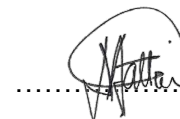
Andre Crous
SHEQ Practitioner

Compiled by



Morne Arendse
Principal Technician

Authorized by



Moeried Jattiem
Manager Field Services

Date: 12/12/2022.....

Date: 25-08-2022.....

Date: 25-08-2022.....

CONTROLLED DISCLOSURE

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DESIGNER:
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PROJECT ENGINEER:
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NAME: Andre Crous

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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's minimum requirements which are required to be met for the specific project and for the duration of the project period by contractors.

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

Eskom in no way assumes the principal contractor's legal responsibilities. The principal contractor is and remains accountable for the quality and the execution of his/her health and safety programme, for his 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 project and do not supersede or replace any organizational SHE requirements.

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 contractors.

2.2 Purpose

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

2.3 Applicability

This SHE specification is applicable to principal contractors and their appointed contractors who intend tendering for the project / contract.

2.4 NORMATIVE/INFORMATIVE REFERENCES

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

2.4.1 Normative

[1] 32-524: Developing a SHE Specification and a SHE Plan.

[2] 32-1034 Eskom Procurement and Supply Management Procedure

[3] Basic Conditions of Employment Act No 75 of 1997.

[4] Occupational Health and Safety Act and Regulations No 85 of 1993.

[5] National Environmental Management Act No 107 of 1998.

[6] 32-37 Eskom Substance Abuse Procedure.

[7] 32-95 Environmental, Occupational Health and Safety Incident Management Procedure

2.4.2 Informative

- [1] The Constitution of the Republic of South Africa (particularly Section 24 of the Bill of Rights).
- [2] Occupational Health and Safety Act 1993 (Act 85 of 1993) and its Regulations.
- [3] National Environmental Management Act 1998 (Act 107 of 1998).
- [4] Environment Conservation Act 1989 (Act 73 of 1989).
- [5] National Water Act 1998 (Act 36 of 1998).
- [6] Conservation of Agricultural Resources Act 1983 (Act 43 of 1983).
- [7] Civil and Building Work Act.
- [8] COID Act.
- [9] Any other applicable South African legislation.
- [10] Applicable South African National Standards (SANS).
- [11] Applicable international standards.
- [12] Plant Safety Regulations (Low Voltage Regulations).
- [13] ETGL 0611 Manual Handling Guideline
- [14] 240-89797258 The safe handling, transport and disposal of batteries and electrolyte

2.5 DEFINITIONS

Definition	Explanation
Baseline risk assessment	(32-520) baseline operational risks refer to the health and safety risks associated with all standard processes and routine activities in the business
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)
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.
Contractor	(OHS Act) means an employer as defined in section 1 of the Act who performs contracted work and includes principal contractors
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
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

Definition	Explanation
	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
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
Health and safety specification	(OHS Act) means a document specification of all health and safety requirements pertaining to associated to a contract, to ensure the health and safety of persons.
Lifesaving Rules	(240-62196227) a rule that, if not adhered to, has the potential to cause serious harm to people
Medical Certificate of fitness	(OHS Act) means a certificate valid for one year, issued by an occupational health practitioner, issued in terms of the regulations, whom shall be registered with the Health Professions Council of South Africa
Method statement	(OHS Act) means a written document detailing the key activities to be performed in order to reduce, as reasonably as practicable, the hazards identified in any risk assessment
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
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.
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

Definition	Explanation
	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.)

2.5.1 Classification

2.5.1.1 **Controlled disclosure:** controlled disclosure to external parties (either enforced by law, or discretionary).

2.6 ABBREVIATIONS

Abbreviation	Description
AIA	Approved Inspection Authority
CE	Chief Executive
CR	Construction Regulations of the OHS Act
COID	Compensation for Occupational Injuries and Diseases Act
DMR	Driven Machinery Regulations
DOL	Department of Labour (Inspection and Enforcement services – Provincial office)
GAR	General Administrative Regulations
GSR	General Safety Regulations
HCS	Hazardous Chemical Substances
LoGS	(COID) Letter of Good Standing
MSDS	Material Safety Data Sheets
NEMA	National Environmental Management Act
SACPCMP	South African Council for the Project & Construction Management Professions
SABS	South African Bureau Standard
SANS	South African National Standard
COVID - 19	Coronavirus

3 DOCUMENT CONTENT

3.1 SCOPE OF WORK

The scope of work for this project is provided with this SHE specification, listing relevant project details. The scope of work must be filed in the contractors SHE file.

General Facilities Contract for Eskom Telecommunications Radio Sites in Western region over a period of Thirty-six (36) Months.

The scope of work is:

Carpentry

- Concrete and building works
- Earth testing and repairs
- Earthing of equipment
- Electrical maintenance, installation, and repairs
- Digging of cable trenches and filling them with concrete where required
- Installation and repairs of cable racks and trays
- Installation and repairs of lightning protection
- Installation and repairs of shelters over containers
- Lighting installations and maintenance
- Manufacture and installation of anti-theft devices for doors, batteries, battery vents, air conditioners
- Manufacture and installation of protective cages for sirens, lights, keypads
- Metal cladding of containers
- Minor building works
- Painting
- Providing a COC for electrical work (Electrician)
- Providing a COC for electrical work including battery rooms (Master Electrician)
- Waterproofing, Repairs and sealing of roofs and ceilings
- Repairs on all fencing including electric fences, palisades, wire mesh and welded mesh fences
- Repairs on gates and gate motors
- Repairs of vandalised Brick Building and Containers (Metal, Fibreglass, Chromadek)
- Provision and installation of signage
- Re-wiring of electrical distribution boards (Electrician)
- Generator maintenance
- Steel and welding work
- Security incident repairs e.g., fencing, theft, and vandalism repairs
- Access Road repairs/maintenance "Civil Work"
- Site stoning
- Trenching and Ducting
- Vegetation Control (Including firebreaks, road clearance and Herbicide application)
- General Maintenance
- Tower Maintenance/Repairs (Working at Heights)
- Installation, maintenance, and repairs of Air conditioners

LEGAL COMPLIANCE

3.1.1 SECTION 37(2) LEGAL AGREEMENT

A section 37(2) agreement must be signed between Eskom and the principal contractor at the time of awarding the contract.

The principal contractor must ensure that a section 37(2) agreement is compiled between the principal contractor and all their appointed contractors for the contract.

The original copy of the section 37(2) agreement must be retained by the contractor and a copy retained by the responsible manager.

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

3.1.2 NOTIFICATION OF CONSTRUCTION WORK

Unless otherwise contractually agreed upon, the principal contractor must notify the relevant provincial director of the Department of Labour of the intention of carrying out any construction work as defined in Construction Regulation 3 of the Act. The notification form of construction work is listed as an annexure to the construction regulations of the OHS Act. A copy of the notification letter sent to the DOL shall be forwarded to the project manager on the same day as sent to the DOL. A copy of the letter and their approval must be kept in the SHE file. When the DOL provide a letter of approval, a copy of the approval must be sent to the Eskom project manager and a copy filed in the SHE file.

3.1.3 OHS Act

All contractors shall have an up-to-date copy of the OHS Act and regulations at all work sites which will be available to all employees. (Reference GAR 4).

3.1.4 Legislative Compliance

The principal contractor and all appointed contractors will comply with all the legislation pertaining to this project being:

- The Constitution of the Republic of South Africa (particularly Section 24 of the Bill of Rights).
- Occupational Health and Safety Act 1993 (Act 85 of 1993) and its Regulations.
- National Environmental Management Act 1998 (Act 107 of 1998).
- Environment Conservation Act 1989 (Act 73 of 1989).
- National Water Act 1998 (Act 36 of 1998).
- Conservation of Agricultural Resources Act 1983 (Act 43 of 1983).
- Civil and Building Work Act.
- National Road Traffic Act 93 of 1996.
- Compensation for Occupational Injuries and Diseases Act.
- Applicable South African National Standards (SANS).
- Applicable international standards.
- Eskom Operating Standard for Low Voltage Reticulation Systems.
- SANS Standards –Contractor shall use the relative standards applicable to the project.
- Eskom standards and procedures relative to low voltage work.

3.1.5 Appointment of a Principal Contractor

The principal contractor will be appointed by Eskom or Agent on the awarding of the contract and will be responsible and accountable for all legislative and Eskom requirements for the duration of the contract.

Contractors shall not commence with the project work until such times as he/she has been appointed in writing in terms of OHS Act Construction Regulation 4(1)(c), by Eskom.

3.1.6 Appointment of sub-contractors

The principal contractor may appoint contractors to assist in the contract. All appointments shall be done in writing and will form part of the SHE plans that is required to be submitted to Eskom. Adequate training and instruction must be given to the appointees and the principal contractor must ensure that all appointed contractors understand their roles and responsibilities.

3.1.7 Construction Professional Registration

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

The SACPCMP web address is <http://www.sacpcmp.org.za>

SHE professionals (which includes Construction Safety Officers) are required to register as a professional with the SACPCMP.

Construction Managers are required to register as a professional with the SACPCMP.

Notwithstanding the provision Government Gazette dated 7 February 2014 regulation 34 (2) advising that the registration of Agents with the SACPCMP has an 18-month delay from 7 February, agents are encouraged to register as a professional.

3.1.8 SHE Policy

A 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.

Principal Contractors 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 Section 16(2). Where possible, the policy must be displayed prominently within the workplace.

3.1.9 COID

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 from such commissioner. The obligation lies with the contractors to ensure that the Logs remains valid throughout the contract period. A copy of the Logs must be filed in all the contract SHE files and as an annexure to the SHE plans.

3.1.10 Costing for SHE within the project

Note: The costing for SHE is required if additional specialised equipment and or training is required for the project. This does not replace the normal SHE requirements pertaining to the organisation in terms of the OHS Act, General Safety Regulations 2 and Section 8 (2)(e).

3.1.11 APPOINTMENTS

1. The principal contractor and appointed contractors must make the relevant legislative and non-statutory appointments, which will be required to remain valid throughout the life of the project.

2. The responsibilities of the individual appointments made must reflect the requirements as listed in the respective Acts and form a part of the appointment.
3. All appointees shall be suitably trained and found to be competent for the responsibilities assigned.
4. Copies of all the appointments must be kept in the relevant SHE files.
5. The under mentioned appointments are required:

(Note: If there are any appointments that are not applicable, then a brief explanation as to why they are not applicable should be made, but should an appointment become applicable in the duration of the contract work, then these appointments are to be made available)

3.1.11.1 Statutory appointments

OHS Act, Section 16(1) – Chief Executive Officer (only the details of Chief Executive required).

OHS Act, Section 16(2) – Assistant to Chief Executive Officer.

OHS Act, GSR 3 – First Aider(s)

OHS Act, GAR 9 (2) Incident/Accident Investigator

OHS Act, EMR 9 Portable Electrical Equipment Inspector

OHS Act, HCS Regulations 3 (3) Hazardous Chemical Substances Co-coordinator

OHS Act, CR 4 (1) Appointment of the Principal Contractor by the Client (to be done when contract is awarded)

OHS Act, CR 5 (3) (b) Sub-Contractor Appointment by the Principal Contractor (If appointing Sub-Contractors)

OHS Act, CR 6 (1) Construction Supervisor (appointed by the Contractor OHS Act Section 16(2) appointee)

OHS Act, CR 7 (1) Person to Compile Risk Assessments

OHS Act, CR 17(1) Material Hoist Inspector

OHS Act, CR 21(1) (j) Construction Vehicle and Mobile Plant Inspector

OHS Act, CR 26 (a) Stacking and Storage Supervisor

OHS Act, CR 27 (h) Fire Fighting Equipment Inspector

3.1.12 CONTRACTOR ORGANISATIONAL STRUCTURE

3.1.12.1 Principal Contractor Organogram

1. The principal contractor must provide an organisational organogram related to this contract, listing all the levels of responsibility from the CE down to the supervisors responsible for the project. The diagram must list the relevant positions held, names of appointees and legal appointments.
2. The principal contractor must ensure that all appointed contractors comply with this requirement. The principal contractor is responsible for keeping copies of all of the organograms' as well as submitting them with the SHE plans. All organograms shall be updated timeously when appointments are changed and filed in the project, SHE files.

3.1.13 ROLES AND RESPONSIBILITIES

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 SHE of any project / contract. Legislation requires that each employee must take reasonable care of themselves and their fellow workers, from management to the lowest level employee.

3.1.13.1 Principal contractors and appointed contractors

1. Carry out all duties as listed in section 8, 9 and 10, the various other regulations that form part of the OHS Act and Regulation 5 of the Construction Regulations.
2. The principal contractor must hand over a consolidated health and safety file to the Eskom project manager on completion of the project. This is to include all drawings, designs, lists of materials used, and other applicable information about the completed project, as well as the list of appointed contractors, the agreement, and the type of work completed.
3. The principal contractor must provide the project manager with a certified copy of his/her Compensation Commissioner's valid letter of good standing before the commencement of work and any future renewal letters obtained during the project for record-keeping purposes. The letter of good standing shall reflect the name of the contractor's company. Similarly, the principal contractor must provide the Eskom project manager of all the valid letters of good standing from their appointed contractors.
4. 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 the appointed contractors and their employees are conversant with all relevant work procedures and that they adhere to such procedures.
5. Take reasonable steps to ensure cooperation between all their appointed contractors.
6. Appoint a full- or part-time construction safety officer in writing.
7. 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.
8. 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.
9. 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.
10. On completion of the work remove all structures erected by them, and where required by law rehabilitate the environment.
11. Respect the rights of landowners/lessors and the preservation of their registered activities.
12. Ensure that no alcohol or other intoxicating substances are brought on to the work site.
13. Contractors must ensure their and their contractor employees make themselves available for breathalyser and drug testing by Eskom while entering and/or being on any Eskom work site.
14. Be involved in all their appointed contractor's investigations.
15. When appointing contractors, advise the project manager in writing timeously and obtain his/her approval prior to them commencing work.
16. 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.

3.1.13.2 Contractor site supervisor

1. Monitor contractors for adherence to statutory requirements and safety standards.
2. Ensure that a safe working environment is established and maintained by the contractor for the elimination of unsafe acts by all people whilst on the project site.
3. Discuss all SHE related problems with the relevant contractor management timeously in the first instance and thereafter the Eskom project manager in the second instance relating to procedure requirements, nonconformances identified, corrective actions, audits and inspection schedules.
4. Ensuring that quality records are maintained in accordance with legislative and Eskom requirements.
5. Conduct regular behavioural observations on own employees and those of the appointed contractors.
6. Participate in there and their appointed contractor incident investigations.
7. Participate in the principal contractor's emergency preparedness planning.
8. Take care of the environment in and around the workplace and prevent ant degradation as a result of any activities performed.

3.1.13.3 Employees

1. Co-operate with their employer to meet all of the employer's as well as legislative and Eskom requirements.
2. If 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.
3. When entering or leaving the site, do so via the official designated access/departure routes. Wear reflective jackets/bibs are required to be worn, wear them.
4. 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.
5. Have the right to obtain proper information from their employer regarding health and safety risks and measures related to the work processes.
6. 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.
7. Make themselves available for breathalyser and/or drug testing while entering and/or being on any Eskom work site.
8. Not victimise any employees, by virtue of them divulging safety and health information in the interests of safety and health requirements, or be instructed to do so by any contractor management (reference – section 26 of the OHS Act); and
9. Take care of the environment in and around the workplace and prevent any degradation as a result of any activities performed.

3.2 HAZARD AND RISK MANAGEMENT

The intent is Zero Tolerance of unsafe acts and conditions on the construction site through the assessment of risk of each operation executed by the Principal Contractor and the provision of the necessary means to eliminate or minimize the risk to ensure a healthy and safe working environment.

3.2.1 Existing / potential hazards

Snakes, Spiders, Bees and Wasp.
Possible exposure to extreme weather conditions.
Precautions for carrying heavy objects should be observed.

3.2.2 Risk assessment

The contractor shall demonstrate that the site hazards and the contractor's activity risk and the mitigating measure have been considered in his risk assessments.

3.2.3 Continual Risk Assessments

The Contractor shall daily, conduct a pre-task risk assessment with all employees involved with the task(s). The pre-task risk assessment will form the basis of the daily pre-job brief/toolbox talks prior to the start of work. Proof of communication as well as confirmation that it was received and understood by all will be noted on a standard form, which will be kept at the job site during the job execution. The completed signed pre-task risk assessment form will be filed in the Contractor's safety file.

3.2.4 Safe work procedures / method statements

1. Written safe work procedures or method statements must be compiled for the risks and hazards that have been identified during the risk assessments indicating procedures to mitigate, reduce or control the risks and hazards.

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.
2. Reviewing a procedure when problems have been identified, e.g., from near miss incidents or an accident/incident investigation.

The safe working procedure should identify:

- a. The supervisor for the task or job and the employees who will undertake the task.
- b. The tasks that are to be undertaken that pose risks.
- c. The equipment and substances that are used in these tasks.
- d. The control measures that have been built into these tasks.
- e. Any training or qualification needed to undertake the task.
- f. The personal protective equipment to be worn.
- g. Actions to be undertaken to address safety issues that may arise while undertaking the task.

3.3 INCIDENT MANAGEMENT

1. Copies of the investigation reports must be filed in the contract SHE files.
2. All incidents of a serious nature shall be reported to the Eskom contract responsible manager as soon as practicably as possible.
3. Ensure that all incidents are reported and investigated timeously by competent incident investigators.

Note: Eskom has the right to be involved in any contract related serious incident investigations.

3.3.1 REPORTING

All incidents including near misses occurring at work shall be reported to the relevant site supervisor / manager as soon as practicable but before the end of the shift.

Note: If it is found that the Principal Contractor or his appointed contractors are hiding/not reporting incidents then steps (which may include disciplinary action) would be taken against the Line Management of the Principal Contractor and appointed contractor in terms of 32-1034 Eskom Procurement and Supply Management Procedure.

3.3.2 INVESTIGATION

1. Incident investigation shall be conducted in terms of document 32-95 Eskom Procedure Manual for conducting EH&S Incident Management (full title is listed in Normative References).
2. A comprehensive and detailed investigation report shall be submitted to the Eskom project manager within 7 -14 days after the incident.
3. All incidents that were in contravention of any one of Eskom's lifesaving rules must be presented by the relevant contractor manager to the project manager and where required to the OU responsible manager.

Eskom must be permitted to participate in investigations if the incident is directly linked to any activity within the scope of the construction project.

3.3.3 CLOSE OUT

All incident investigation reports shall be closed out once all the recommendations to prevent further incidents have been carried out and a copy of the investigation report must be handed to the OU Risk Manager. Close out procedure ideally must be done as soon as practicable. Undue time delays must be avoided.

3.4 PERSONAL HEALTH / HYGIENE FACILITIES

3.4.1 DINING AREAS

Not available, Supply own food.

3.4.2 ABLUTION FACILITIES

Not available on site. Contractor must provide portable equipment.

3.4.3 CHANGING AREAS AND LOCKERS

Not available on site. Contractor must provide portable equipment.

3.4.4 CAMP AND OFFICE WELFARE

No camping at radio sites

3.4.5 DRINKING WATER

All Contractors shall provide suitable drinking water for all their employees (Free of Charge) whilst working in the field.

3.4.6 COVID -19 Requirements

All contractors to ensure compliance with a COVID-19 occupational health and safety measures in their workplaces COVID-19 (C19 OHS), 2020 in terms of Regulation 10 (8) of the Regulations issued by the Minister of Co-operative Governance and Traditional Affairs, on 29 April 2020 the Minister of Employment and Labour published the Directive: COVID-19 Occupational Health and Safety Measures in Workplaces COVID-19 (C19 OHS), 2020, Published 29 April 2020, Government Gazette 43257, GNR 479.

All contractors to have the following documents in place:

- COVID-19 Plan
- COVID-19 Baseline Risk assessment
- COVID-19 Policy
- COVID-19 PPE i.e., Sanitizer, mask, face shield and thermometer
- COVID-19 – Checklist Contractor Evaluation

3.5 OCCUPATIONAL HEALTH, HYGIENE AND REHABILITATION,

3.5.1 Medicals

The Contractor shall ensure that his employees are in possession of a valid medical health certificate. This certificate of fitness shall be relevant to the type of work (risk based) that the employee will be conducting.

The contractor shall provide a documented process for managing those employees who are issued with a conditional certificate of fitness.

Note: Eskom will only accept medical surveillances conducted by a registered Occupational Health Practitioner.

3.6 ENVIRONMENTAL MANAGEMENT

Environmental protection shall include, but not be limited to, noise pollution, gaseous emissions, noxious and/or offensive odours, liquid waste collection and solid waste separation and collection.

3.6.1 Duty of care

Where the project involves working directly with the environment, contractors shall take care in preventing environmental degradation, throughout the project. Where tasks involve damaging the environment, then the contractor shall rehabilitate such damage to the satisfaction of the landowner.

3.6.2 Fire Hazard

1. Contractors shall ensure that staff are educated in fire prevention and will be held responsible to avoid the risk of fire.
2. No area is to be denuded of vegetation to create firebreaks, to prevent or make fires.
3. No open fires are allowed on site.
4. The contractor must ensure that operations are in compliance with statutory requirements at all times.

3.6.3 Spillages of chemical substances

A register of Hazardous Chemical Substances and Material Safety Data Sheets shall be kept on site.

3.6.4 Material requirement

The use of any material or property belonging to a specific Landowner will not be undertaken prior to arrangements with the applicable Landowner. Written proof of such agreement to be handed to project leader / co-coordinator for record keeping

3.6.5 Environmental incidents

Without limiting the Contractors' responsibilities under the Applicable Legislation, the Work shall be conducted in such a manner as to ensure that:

- No substance, which can harm or is likely to harm the environment, is to be allowed to leak, spill or escape from any container or storage area.
- No oil or other effluent is permitted to escape into the ground and cause soil contamination.
- All powdered pollutants generated during execution of the Work are contained to prevent air pollution.
- No sediment generated is permitted to escape into the drainage system and/or local storm water system.
- No harmful solids or liquids are permitted to spill from containers whilst in transit on the premises.

All environmental incidents such as pollution (air, water, land, noise, etc.), bird kills, animals killed, plants destroyed, public complaints etc. must be reported to project leader and / or environmental advisor within 24 hours of its occurrence.

All environmental incidents occurring on site must be recorded, detailing how each incident was dealt with. Proof thereof must be kept in an incident register.

The Contractor will be held liable for any infringement of statutory requirements of the Environmental Conservation Act, No 73 of 1989, or any other relevant legislation.

3.6.6 Waste management

A waste plan is to be compiled before commencing of work.

Keep record of disposal.

No waste, whether it be biodegradable or not, is to be left on site once work has ended.

Domestic and hazardous waste generated will not be burned, buried, or disposed of on Eskom or other landowners' property but will be controlled and removed to a registered waste site on a regular basis.

3.7 METHOD STATEMENTS

Method statement of activities which will be performed for the duration of the contract shall be submitted with environmental considerations outlined

3.8 EMERGENCY MANAGEMENT

The aim of emergency preparedness and response is to minimise the effects of any emergency and to restore normal activities as soon as practical.

If using an Eskom site, then the contractor's emergency plan must compliment the Eskom sites' emergency plan.

The Principal Contractor, together with his appointed contractors, will develop an emergency response plan for the worksite. Where any office and or site is located within any Local Authorities area, then the plans must include their involvement. The contractor will ensure that all employees are trained on this plan.

3.9 FIRE RISK MANAGEMENT

The Contractor shall ensure that staff are educated in fire prevention and will be held responsible to avoid the risk of fire.

No open fires are allowed on site.

The contractor must ensure that operations are in compliance with statutory requirements at all times.

Good Housekeeping practices need to be maintained on site at all times to avoid situations that may lead to a risk of fire.

Ideally, all employees should receive basic training in fire prevention and use of fire equipment.

All fire extinguishers shall be:

- o Clearly labelled
- o Conspicuously numbered
- o Entered in a register
- o Inspected monthly by a competent person
- o Tested and serviced at recommended intervals by an accredited supplier
- o Results entered in the register and signed by competent person.

3.10 FIRST AID AND EQUIPMENT

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.

More first aid boxes shall be provided if the risks, distance between work teams or workplace requirements require it (it should be available and accessible for the treatment of injured persons at that workplace).

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).
- 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.

- All employees shall be aware of the location of the first aider and first aid box on site.
- Where services are not available from the medical centre or where there is no medical centre, the Contractor shall make alternative arrangements for any medical assistance. Proof of this must be made available in the contractor's SHE Plan.

3.11 SHE COMMUNICATION SYSTEMS

Pre-Job Brief Meeting

Objective: this is a meeting which is 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 the back of that pre-job brief form. Toolbox talks shall be included in the pre-job brief meetings. The toolbox topics will be based on SHE issues pertaining to the construction site. The topic contents shall be in writing.

Chairman: Contractor Supervisor

Frequency: Daily

Required Attendees:

- Principal Contractor/s and their sub-contractor/s
- All relevant personnel

3.11.1 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.

2. Similarly, appointed contractors shall establish their own statutory health and safety committee.
3. All appointed contractors shall be members of the principal contractor's safety committee.
4. 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.
5. SHE representatives for a workplace shall be members of the relevant workplace safety committees (Refer to Section 19 (2) (a) of the OHS Act).
6. 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)
7. A statutory health and safety committee meeting shall be held at least 3 monthly (were medium to high risk work is involved, more frequent if required), and all appointed members of the committee shall attend the meeting.
8. Statutory health and safety committees may make recommendations to the principal contractor and the project manager and the Inspector at the DoL.
9. All health and safety committees shall discuss all project relevant OHS Act Section 24 and 25 incidents and other notified serious incidents.
10. All health and safety committees shall follow up on incident investigation recommendations and shall keep record of all recommendations made by the committee.
11. Statutory health and safety committees may, where appropriate, make recommendations for the revision of current standards, procedures and practices.

3.11.2 Toolbox 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, toolbox talks can be included in the pre-job brief meetings. If this does not occur, then weekly toolbox 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.

3.12 SHE TRAINING

3.12.1 Site specific induction training

The Contractor will be required to ensure that before an employee commences work on the project that the supervisor responsible for the employee has informed the employee of his scope of authority, any hazards associated with the work to be performed as well as the control measures to be taken. This will include man-task specifications, the discussion of any standard task procedures or hazardous operational procedures to be performed by the employee. The 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.

Proof of job specific induction signed by Inductor and trainee must be retained in the SHE file

3.13 CONSTRUCTION VEHICLE SAFETY

- 3.13.1 All drivers of construction vehicles and mobile plant to have medical certificates of fitness
- 3.13.2 No drivers or operator may talk on cell phones or two-way radios whilst driving, unless a hands free kit is used.
- 3.13.3 It is the responsibility of the driver to ensure:
 - that he/she and all passengers wear seat belts whilst the vehicle is in motion.
 - compliance with all safety, direction and speed signs.

- that vehicle loads are properly secured and loaded onto vehicles.
 - that vehicles are not overloaded.
- 3.13.4 The Contractor shall be solely responsible for the safety and security of any of his vehicles (including private vehicles) on the premises.
- 3.13.5 In the event that the Contractor and his sub-contractor do not own the equipment, the principal Contractor is still responsible for ensuring all conditions are complied with by all of his subcontractors or hire companies.

3.14 HAZARDOUS CHEMICAL MANAGEMENT

Prior to any HCS being brought onto the site or produced on the site, the Contractor shall supply the Eskom Project Manager with the following:

1. Material Safety Data Sheets (MSDS) in accordance with the requirements of the OHS Act – Regulations for Hazardous Chemical Substances.
2. Purpose for bringing the hazardous substance onto the site.
3. Proposed arrangements for safe storage.
4. Proposed methods for handling/usage.
5. Proposed method of disposal.
6. Hazard communication / training plan.

The information is to be provided at least two (2) working days prior to the expected delivery on site.

The Eskom Project Manager shall approve the use of any hazardous substance after receiving the above information.

No HCS are not to be brought onto the site until the Eskom Project Manager approval is received.

All HCS containers to be clearly labelled. Containers that are not marked will not be allowed. No HCS to be stored in food or drink containers.

Users of HCS to wear/use the correct PPE as per the HCS material safety data sheet.

Users of HCS to be adequately trained in the HCS that they are handling.

An HCS register shall be kept on site.

3.15 HOUSEKEEPING AND ORDER

- 3.15.1 Adequate care must be taken by the Contractor to ensure that storage and stacking is correctly and safely carried out.
- 3.15.2 Materials/objects shall not be left unsecured in elevated areas –falling objects may cause serious injuries/fatalities.
- 3.15.3 Nails protruding through timber shall be bent over or removed so as not to cause injury.
- 3.15.4 All packaging material including boxes, pallets, crates, etc. to be removed from the work area immediately.
- 3.15.5 The work site shall be kept in a clean and tidy manner.
- 3.15.6 In cases where an inadequate standard of housekeeping has developed, compromising safety and cleanliness, anyone has the responsibility to bring it to the attention of the Eskom Project/Site Manager. The Eskom Project/Site Manager has the right to instruct the Principal Contractor and his sub-contractor to cease work until the area has been tidied up and made safe. Neither additional costs nor extension of time to the Contract shall be allowed as a result of such a stoppage. Failure to comply will result in site cleaning by another cleaning contractor company at the cost of the Principal Contractor.

3.16 PERSONAL PROTECTIVE EQUIPMENT REQUIREMENTS

All of the contractor's employees at the construction site, including visitors, shall use the following SANS or the relevant internationally recognised authority approved risk-based PPE at all times, as a minimum:

- Steel toe capped safety boots.
- Long sleeved and long pants protective clothing.

However, if there are particular activities/areas/risk assessments that require a specific type of PPE, then that specific PPE requirement must be adhered to (e.g.: for dusty environments – eye goggles; for welding – welding helmet; etc.).

Strict non-compliance measures must be administered to any employee not complying with the use of PPE and shall be removed from the Site.

- Refer to General Safety Regulation 2 of the OHS Act.

3.16.1 Training

The Contractor shall ensure that his employees understand why the personal protective equipment is necessary and that they use them correctly.

3.16.2 Issuing/ Wearing

1. All contractors are required to provide free of charge all the necessary PPE required for the tasks within the project.
2. Strict non-compliance measures must be administered to any employee not complying with the use of PPE and shall be removed from the site until such times as they are in possession of the required PPE.
3. Safety belts are not allowed on site. Only double lanyard safety harnesses are permitted and must be used when conducting work at elevated positions.
4. Welders, brazer's, cutters and aiders shall wear suitable eye protection, gloves, and apron spats and screens shall be provided to protect onlookers and passers-by.
5. Suitable impact resistant eye / face protection shall always be worn for grinding, chipping, and chasing, and screens shall be provided to protect onlookers and passers-by.
6. When working with hazardous chemical substances, (e.g., acids or caustic), suitable eye protection, gloves and special overalls shall be worn.
7. Suitable eye protection shall be worn by all persons including visitors, to any designated eye protection area.
8. Appropriate ear protection shall be worn in any designated noise zone.
9. Suitable respirators shall be provided where gas and/or dust could pose a hazard.
10. All equipment, brought onto the construction site, (including motorised equipment, e.g., bobcat) that requires PPE to be worn during operation, must have the relevant PPE mandatory sign/s attached.
11. Symbolic signs (To comply with SANS 1186) indicating the type and use of PPE will be placed at all entry points to the construction site.
12. A comprehensive individual record of issues and replacements must be kept.
13. Where sites / have been identified as specific PPE wearing areas / sites then the appropriate signage shall be erected at the area / site or placed on such machine / construction equipment.

3.16.3 Inspections

1. Contractor supervisors are requiring performing weekly inspections of the PPE issued to their employees to ensure that the PPE is still in a serviceable condition and the PPE is available on site.
2. Inspections must be documented.

3.17 SAFework PROCEDURES AND PRACTICES/ SAFE OPERATING

Where there are any Eskom Distribution Work Instructions / Task Analysis / Task Manuals, reference to these documents must be made.

There must be written safe work procedures for all activities. Risk Assessments should refer to the safe work procedures.

3.18 DISCIPLINARY PROCESS

3.18.1 Organisational process

The principal contractor is required to implement a disciplinary process within his/her organisation to ensure conformance to requirements, similarly, appointed contractors must do the same.

3.18.2 Eskom Lifesaving Rules

1. Eskom views health and safety in high esteem and encourages that any organisation who performs work for 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 sub-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 the guard huts), then the rules shall be obeyed by any contractor and their employees.
- 4 The rules are:

RULE	DESCRIPTION OF RULE
Rule 1	Open, isolate, test, earth, bond, and /or insulate before touch That is, any plant operating above 1 000 V Any person who performs work on an electrical installation shall ensure that it is isolated, tested and earthed before starting with any work.
Rule 2	Hook up at heights Any person who performs work higher than two metres above ground level shall be attached to an anchor always point, or as identified during the risk assessment.
Rule 3	Buckle up Seatbelts shall be always used while driving.
Rule 4	Sober up 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

5. Eskom will take a stance of zero tolerance on these rules.
6. Non-compliance to a Life Saving rule will be considered serious misconduct and will lead to serious disciplinary action, which may include dismissal.
7. This is to ensure that every person who works on or visits an Eskom work site returns home safely to his or her family.

3.20 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. Contract management must close out non-conformances issued, in not doing so, will not ensure that any recommendations made have been carried out and or 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 on by the contractor responsible manager to explain the non-conformance issued and what they intend doing to prevent a recurrence of the non-conformance.
6. Contractor failure to provide adequate PPE to their employees for the tasks being performed and/or to visitors and failure to enforce the wearing of such PPE will be viewed as a transgression of the legislative and Eskom requirements.

3.20.1 Non conformances

1. Eskom views the following at-risk behaviour in a very serious light:
 - a. Anyone disregarding any requirements contained in the OHS Act, NEMA, Eskom Health, Safety, and Environmental Policies, this document, site specifications, and approved safety and health plans.
 - b. Anyone performing an unsafe act or creating an unsafe condition that could pose a danger to such person(s) or to others.
 - c. Contractors allowing any of their own employees (including casual labourers or labour-broker employees) to work on any site without ensuring that each employee has received proper training.
 - d. Contractor failure to provide adequate PPE to their employees for the tasks being performed and/or to visitors and failure to enforce the wearing of such PPE.
2. Any such person described above will be subjected to a disciplinary process, and if found guilty, this may lead to dismissal in the case of an Eskom employee, and in the case of a contractor, it may result in the suspension of the contract and blacklisting.

3.21 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, or working on, any of Eskom's equipment and premises, similarly, contractors should adopt the same principles.
2. All contractors shall comply with Eskom's procedure 32-37 ("Substance Abuse Procedure"), remembering that this is an Eskom Cardinal Rule: "RULE 4: BE SOBER", that is to say, they will make themselves available to be tested by Eskom as and when required.

3.22 MACHINERY

- 1 The Contractor shall supply, at his cost, all items of plant and equipment necessary to perform the work unless otherwise indicated.
- 2 The Client reserves the right to inspect items of plant or equipment brought to site by the Contractor for use on this Contract. Should the Client find that any item 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 Client shall advise the Contractor in writing and the Contractor shall forthwith remove the item from the site and replace it with a safe and adequate substitute. In such cases, the Contractor shall not be entitled to extra payments or extensions of time in respect of delay caused by the Client's instructions.

The Contractor shall ensure that he has all the necessary registers to record all tools and equipment.

All employees shall be competent when operating or using machines and tools.

- Have a valid certificate.
- Proof of any form of task related training.

3.23 TOOLS, AND EQUIPMENT

3.23.1 HAND TOOLS

The Principal Contractor must have a policy on makeshift tools on site.

3.23.2 PORTABLE ELECTRIC TOOLS

All portable electric tool operators shall be declared competent to operate such tool. Copies of them of certificate of competencies shall be kept.

3.24 LIFTING AND MATERIAL HANDLING

1. A risk assessment should be conducted prior to starting with the task.
2. When working near power lines, the contractor must apply for a permit. Refer to Eskom Operating Regulations for High Voltage Systems and Electrical Machinery Regulation 15 of the OHS Act.
3. Every employer shall ensure that the employee is adequately and comprehensively informed of the hazards when working near overhead power lines and electrical installations
4. Where lifting work is to be performed at night, then an Illumination survey shall be conducted prior to the start of work and adequate lighting shall be provided.
5. All crane operators, lifting machine operators and riggers shall be trained and certified competent to perform the relevant tasks.
6. All the requirements as listed in the DMR 18 shall be adhered to,
7. The appropriate Distribution task manuals shall be used throughout the project.

3.24.1 Lifting tackle

1. A risk assessment shall be conducted prior to commencing with the task to identify that the correct slinging equipment is used for the specific load.
2. All lifting tackle should be examined at intervals not exceeding 3 months by a competent lifting tackle inspector, who shall record and sign of such examination, such lifting tackle shall be stored or protected so as to prevent damage or deterioration when not in use.
3. All lifting tackle should be recorded on a register, refer to the requirements of the Driven Machinery Regulations 18 of the OHS Act 85 of 1993.
4. All lifting tackle should be conspicuously and clearly marked with identification particulars and the maximum mass load which it is designed for.

4. All hooks shall be fitted with a safety latch/catch and be in a good operational condition.

3.24.2. Inspection and test records

All lifting machines and tackle shall be subjected to 3 monthly inspections and immediately prior to use by the competent operator. Tests shall be in accordance with the DMR 18. All inspections and tests shall be recorded which shall be files on the site specific SHE file.

3.24.3 Material handling

1. Guide ropes to be used to prevent loads from swinging. (Manila ropes).
2. A rigging study should be conducted for all critical lifts to ensure the correct equipment is available.
3. Employees shall keep out from under suspended loads and between a load and a solid object where they might be crushed if the load should swing or fall. They shall not pass or work under the boom or any crane or within a barricaded area.
4. No user of machinery shall require or permit any person to be moved or supported by means of a lifting machine: unless such machine is fitted with a man-cage designed and fabricated according to an approved SANS standard and a risk assessment has been done.
5. Hand signals will be displayed and visible on all cranes and the SANS 1029 standard must be used to ensure uniformity and all the crane operators, riggers must be trained according to the SANS 1029.

3.25 STATISTICAL REPORTING

Statistics is an integral part of the framework for measuring health and safety performance and assist in improving the organisation's health and safety performance.

3.25.1 Monthly statistical reports

1. The principal contractor must report to Eskom project manager, by the 2nd of every month, their SHE statistics and those of their appointed contractors for the previous month.
2. The statistical information required is:
 - a. Name of Contractor Company
 - b. Incidents: Lost time, medical; first aid, near misses reported
 - c. Manpower numbers per principal contractor and sub-contractor company
 - d. Actual man-hours worked
 - e. Status on incidents investigated and recommendations closed out

3.26 PLANNED TASK OBSERVATION

1. Task observations is a crucial step in identifying any deviations from specified process and or procedures.
2. Contractors are required to carry out periodic task observations on employees who are more at risk and therefore need to be observed more frequently and more systematically than people who are at low risk. Included in the

observation process will be to identify any at-risk procedures as listed / not listed in the safe work procedures for that task.

3. Select and prioritise, even after hours, those individuals who are at high risk of being injured or causing a loss whilst performing dangerous/hazardous work.

4. Guide for selection (high-risk employees)

- New and transferred employees
- Poor performers
- Employees with limited experience or competence (skill, knowledge or attributes)
- Employees with substance abuse problems (such as alcohol and/or drug problems)
- Employees who display at risk behaviours such as risk takers
- As well as good performers (possible improvement to procedure)

5. Task observations may be conducted by an observer who is at least equally competent to conduct planned, unplanned or partial basis (all of which are important) observations. (Refer to Annex G and H)

Note 1: Certain tasks may comprise of a number of sub-tasks and may in their entirety be classified as safe, while certain

6. Following a task observation, feedback and instruction shall be given immediately to the worker who has

been observed.

Note 2: Task observations do not replace behaviour observations.

3.26.1 Observation reports

Task observations shall be documented and filed in the site SHE file.

3.27 BEHAVIOUR OBSERVATIONS

Also known as Visible Felt Leadership.

Safety behavioural observations must be done daily at each workplace on the project site. It is preferable that the safety observation teams comprise of two persons and represent different levels in the organisation. The objective of behaviour safety observations is to assess and address the actual safe and unsafe behaviours of people in the workplace, as well as workplace conditions that are caused by the actions or non-actions of employees, contractors, or their supervisors.

1. These observation interventions will provide management with a clear picture of the current safety and health culture in the various workplaces, which is reflected in the actual behaviours and conditions versus the expected safety requirements.
2. The intent of the behaviour observation process is for management to be visible in the workplace and for them to:
 - a. recognises and encourage positive behaviours, so that they are sustained.
 - b. immediately addresses and correct unsafe behaviours and conditions; and
 - c. provides a two-way communication channel to discuss safety and health achievements and concerns regarding employees, contractors, and visitors.
3. Contractors are required to carry out periodic observations on employees. This observation is not limited to unsafe workers but to all employees. This type of observation corrects unsafe behaviour as well gives an immediate chance to reward safe behaviour.

3.27.1 OBSERVATION REPORTS

Observation forms must be completed after each observation and retained in the site SHE file.

3.28 AUDITING

3.28.1 Compliance and approval of principal contractors SHE plan

The Contractor's SHE Plan will be evaluated against a compliance checklist to confirm compliance to the requirements in the Eskom SHE specifications. The implementation of the SHE Plan shall be assessed by conducting a systems and physical conditions evaluation.

3.28.2 Contractor SHE Performance Evaluation

Eskom shall evaluate contractor SHE performance on an ongoing basis against the Eskom requirements.

3.29 PROJECT RULES

The principal contractor shall compile a set of project/site and general rules for the project. Eskom has listed rules which must be adopted.

The principal contractor is fully responsible for the health and safety of his/her workers and his/her appointed contractors in accordance with the contract.

3.29.1 General Rules

1. The performance of work shall be done with respect to health and safety.
2. Contractors shall be responsible for enforcing and respecting all applicable health and safety rules in performance of all work covered by the contract, particularly those relative to the OHS Act and regulations made under them as well as to Eskom requirements.
3. Contractors shall take reasonable steps necessary to ensure the protection of workers, visitors, property, and the public.
4. Contractors shall conduct regular site inspections and act promptly in all situations where there is a risk to safety, health, or the environment.
5. Contractors shall report to Eskom and investigate all accidents/incidents having caused, or having risked causing, losses or injury to identify the cause(s) and immediately take appropriate corrective and preventative measures. Follow the Eskom 32-95 Procedure Manual for conducting EH&S Incident Management.
6. Contractors shall take all necessary steps to ensure that their workers and persons granted access to the work site and who are under the contractor's control or who are present at the contractor's request comply with these safety requirements and with the necessary legislative requirements.
7. Contractors shall ensure and demonstrate to Eskom that he/she and all contractors to be appointed on this project have adequately allowed for the cost of health and safety measures that may be required during the work/services.
8. Contractors shall provide their workers with proper training so that they can perform their work safely. Train all staff to be aware of their own responsibilities for, and to provide information, instruction, and training on, the hazards and risks in relation to the scope of work.
9. Contractors shall provide and maintain in proper condition all personal protective equipment for them

workers and visitors as well as any other safety or special precaution devices. The contractor shall ensure that his / her workers and all other persons having access to the work site use appropriate personal protective equipment in a safe manner.

10. Contractors are required to take reasonable steps to prevent bodily harm to persons whom he/she has authority to direct in terms of how these persons perform their work or tasks.

11. Illegal drugs, alcohol, firearms, or other dangerous substances shall not be allowed on the project/site. Reporting for work under the influence of an illegal drug, alcohol, or other dangerous substance is not permitted.

12. All contractor employees shall undergo full medical examinations prior to start any work on site.

3.29.2 Site Rules

1. Contractors shall ensure compliance with all project site rules.

2. The principal contractor shall submit his/her health and safety plan to Eskom for review before commencing work or activity on site.

3. Appropriate and suitable personal protective equipment (PPE) shall be provided by the principle contractor and his/her appointed contractors where required and particularly where job-specific hazards dictate.

4. Good housekeeping practices shall be continually maintained throughout the project and work areas left in a clean and safe condition.

5. The working at heights policy and legislated requirements will be strictly adhered to and that the risk assessment will determine the need for fall protection when working from height.

6. Only trained and certified employees are permitted to operate specialised tools, equipment and motorised transport.

7. Ladders shall be properly constructed and kept in good repair. Ladders shall be the proper length and type/standard for the task. All ladders shall be identified and registered.

8. All scaffolding will be constructed per SANS standards and OHS Act Regulations.

9. Each person responsible for working on an elevated platform shall visually identify that scaffolding has been inspected and tagged by a competent person prior to each shift.

10. Compressed gas cylinders shall be stored and used in the upright position and be properly secured at all times; protective caps shall be in place when cylinders are not in use, and gauges shall be removed prior to transportation of cylinders.

11. All machine guards protection shall be kept in place and shall not be modified or tampered with.

12. All excavations shall be protected by adequate and firmly fixed means (that is, coverings, barricading or backfilled).

13. Employees shall not walk or work under suspended loads.

14. When not in use, mobile equipment shall be shut off, keys removed and where applicable, parking brakes engaged.

15. All excavations shall meet Construction Regulations requirements and shall comply with the project minimum standards for barricading, and adequate access and egress shall be provided for excavations.

16. Lockout/tag-out procedures shall be followed when performing work on, mechanical equipment, electrical services, etc. and obtain the necessary permits where required.

17. Access to safety equipment shall be kept clear at all times. A clear area shall be always maintained around fire hydrants.

18. All safety and warning signs must be erected, be legible and shall be observed.
19. Posted speed limits shall be observed.
20. Appropriate bins are provided on site which shall be utilised for waste.
21. Do not use cellular phones in areas where cell phones usage is prohibited.
22. When walking through the site or to personal work areas, use recognised thoroughfares. Do not take short cuts or walk on unsafe or uneven ground surfaces.
23. No open or unattended fires are allowed within the construction/ work site.
24. All requirements related to fire protection and prevention fire extinguishers shall be adhered to.
25. Gambling, horseplay and fighting will not be permitted or tolerated
26. Only work-related tools and equipment are permitted to be brought on to site and subjected to security checks
27. It is strictly forbidden to bring firearms and pets on to site
28. Food shall not be stored in work areas or site toolboxes

3.30 Smoking

The national smoking policy must be observed, and smoking is permitted in designated areas only (Eskom Smoking Procedure 32-36).

3.31 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.

3.32 SHE PLANS

Note: The plan does not necessarily have to be split into and filed under each heading, but it would make auditing easier and employees able to reference easier). In compiling the SHE plan, cognisance must be made of the detail listed in the specification and the plan must address as to how the contractor will implement the requirements listed in the specification.

1. A safety and health plan is a documented plan that addresses the hazards identified and includes safe work procedures to mitigate, reduce, or control the hazards identified. It is specific to each construction project undertaken and site where work is done, is compiled by the principal contractor and appointed contractor, and must be approved by the client/agent prior to the commencement of any construction activities on a project.
2. The principal contractor shall prepare a SHE plan to address and manage all applicable sources of risk as well as any other sources of risk that are identified during the execution of the project. The plan shall incorporate the requirements as listed in this SHE specification. A copy of all the project plans shall be kept in the site SHE file and be available at all times.
3. The principal contractors SHE plan shall be submitted to the project manager for review and approval before the signing of the contract and, once accepted, shall not be amended without prior consultation and acceptance by the project manager.
4. The principal contractor shall insure that his/her appointed contractors prepare there SHE plan to address and manage all applicable sources of risk as well as any other sources of risk that are identified during the execution of the project. There SHE plan shall incorporate the requirements as listed in this SHE specification as well as the applicable requirements listed in the principal contractors SHE plan. A copy of all the project plans shall be kept in the site SHE file and be available at all times.

3.33 RECORD KEEPING

All records required in terms of legislative and Eskom requirements shall be kept and filed in the contractor's SHE files. These records shall be kept for the duration of the project. They shall be open to

Audit/inspection by any party who is entitled to audit/inspect the project.

3.34 SHE FILES

1. A SHE file means a file or other record in permanent form, containing the information about the safety and health management system during construction and all information relating to the post-construction phase after handover to the client, so that the client can maintain the works in a healthy and safe way.
2. All contractors are required to keep a SHE files on every project site. If there is more than one site per project, a file per site shall be kept at that site for that site. Contractors may keep additional files at them head office as additional records. The SHE file shall be maintained by all the contractors on them construction sites and shall be available on request for audit and inspection purposes.
3. The SHE file shall consist of the requirements in terms of the project's safety specification, the contractor's safety and health plans, and this standard.
4. The sequence of filing the documentation must be kept in the same sequence as listed in this SHE specification and the SHE plan.
5. Each record shall be separated by partitions to afford easy identification and access. Each partition must be labelled.
6. On completion of the construction work/project, the principal contractor must hand over a consolidated safety and health file to the project manager. The principal contractor must also hand over all drawings, designs, lists of materials used, and other applicable information about the completed structure, as well as the list of subcontractors, the agreement, and the type of work completed.
7. Where during extended projects, documentation in the SHE files becomes cumbersome, then older documentation must be archived inboxes which shall be correctly labelled and be available for auditing purposes. The archived documentation must be also handed over at the completion of the project.

3.35 UNLAWFUL ORDERS

1. Section 14 of the OHS Act stipulates that employee shall carry out any lawful order given to them. That is to say, they have the right to refuse to obey an unlawful order or work instruction.
2. In terms of the Legal and Eskom requirements, if an employee has a reasonable belief that the work to be undertaken is likely to endanger themselves or any other person/s due to at risk behaviour or working in unsafe conditions, or a lack of protective equipment or clothing, he/she has the right to refuse to work.
3. An employee may also in terms of Section 29 of the National Environmental Management Act, Act 107 of 1998, refuse to work if the work would result in an imminent and serious threat to the environment.
4. All contractors shall ensure that their employees are conversant with the hazards to his/her health, safety and the environment that are part of any work that he/she has to perform, as well as the precautionary measures required in respect of those hazards.
5. Each contractor manager shall as soon as reasonably practicable, investigate and resolve an employee's refusal to work based on health, safety and environmental management related issues or concerns, in

terms of the Incident management segment of this SHE specification.

3.36 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/s or create a risk of degradation of the environment exists. This includes any unauthorised work or service performed by, or legally or contractually noncompliant acts or omissions by, any contractor contracted to work at that site.
2. Work stoppages that are initiated because 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 contractor management.

3.37 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.

3.38 SECURITY

1. Where construction work will be performed on any Eskom sites, then the security requirements for such sites shall be adhered to.
2. All contractors shall be accountable and responsible for the security of all their equipment, materials etc. on any of their work sites, camp sites and when and where they utilise an agreed Eskom site.
3. Where there is access control to construction sites, any land owned sites and or Eskom sites, such access control requirements shall be observed.
4. Eskom reserves the right to search any contractor and or Eskom vehicle entering or leaving the site / premises any Eskom site.

3.41.1 Access to client sites

1. Access to any Eskom site where is controlled by a security service, the requirements must be observed.
2. Where such control is not available, then the security requirements Eskom has in place shall be observed.

3.39 OMISSIONS FROM SAFETY AND HEALTH REQUIREMENTS SPECIFICATION

By drawing up this SHE specification Eskom has endeavoured to address the most critical aspects relating to SHEQ issues to assist the contractor in adequately providing 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 submitting the tender.

3.40 CONTRACT SIGN OFF

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