

Occupational Health and Safety Baseline risk assessment template																										
Business/Operating unit:		Matimba ADF Project (Continuous Ash Disposal Facility - Civil Scope)							Department:									Next Review Date (every 2 years):			2024/01/03	Template identifier:	240-70044602			
Date:		2022/01/04							Prepared by:		Risk Assessment review Team in consultation with employees as per the attendance register													Document identifier		
																								Revision number:	1	
																								Revision date:	31-May-24	
Refer to Occupational Health and Safety Risk assessment procedure 32-520																										
List activity	Activity type (Routine/Non-routine)	Hazard nr	Hazard Identification	Risk Nr	Associated risk	Risk type	Cause(s) of the risk	Exposed group/employees	Risk Owner	Exposure patterns	What are the possible consequences?	Existing Controls					Additional Controls or Tasks Aimed at improving Existing Controls	Monitoring Mechanisms	Control Owner	Legal and Other Requirements	Target Date	Current Status	Integrated Risk Management (IRM) reference number			
List specific activities to be performed taking into consideration the equipment to be used, the personnel involved in the task.	Indicate R or N 1. Routine activities and situations create hazards through day-to-day operations and normal work activities; 2. Non-routine activities and situations are occasional or unplanned;	#	Anything with potential to cause of harm. Note: A hazard can pose more than one risk.	#	A chance that injury, ill health or damage could occur as a result of uncontrolled hazard.	Safety or health	What causes the risk to come into effect?	Who is exposed to the hazard i.e. visitors, members of the public etc.	Who is accountable for making sure the controls and monitors are: - in place, implemented, - regularly reviewed for effectiveness.	The frequency and duration the person/group is exposed to the hazard e.g. Daily for 3 hrs.	Consider the worse case scenario without controls?	Include: Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) Elimination Substitution Engineering controls Administrative controls Personal protective equipment (PPE)	Consequence	Likelihood	Risk Priority Rating	RCE Risk Control Effectiveness	Include: Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) Elimination Substitution Engineering controls Administrative controls Personal protective equipment (PPE)	How we know if we are succeeding. Include comments on effectiveness. This may include i.e. measurements, inspections, supervision where necessary.	Person allocated the responsibility for implementing the agreed controls	Where relevant, list the relevant legislative and or Eskom requirements that prescribe the control.	Once a date has been agreed to, this can not be changed	Pending, In Progress, Complete	Where applicable, add IRM system reference number for tracking of treatment actions.			
OFFICE ENVIRONMENT																										
Office Environment: General Administrative work, Office Furniture/Equipment		R	1	Microwave	1,1	Burns or Explosion of fire,	Safety	Defective equipment	Employees, People living with Disabilities & Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 1 hr	1. Lost time Injury, 2. Injury, 3. Property damage	1. Regular Inspection, 2. Never put sealed containers or metal implements into a microwave, 3. A fire extinguisher sited nearby, 4. Air vents at side and rear be clear	4	B	III	Mostly effective	1. Reporting of defects followed by prompt corrective action	Audit Reports Inspection Reports Incidents Statistics	Departmental Managers & Employees	OHS Act 85 of 1993, Facilities Regulation 5 Env Reg 9 Basic Conditions of employment Act	Apr-22	In-progress & continuous			
					1,2	Scald	Safety	Defective equipment	Employees, People living with Disabilities & Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 1 hr	1. Injury	1. Plan ahead before pre-heating, 2. Open the containant lead before you warm the food, 3. Leave the food to cool down before you remove food from the microwave.	3	B	III	Mostly effective	1. Reporting of defects followed by prompt corrective action	Audit Reports Inspection Reports Incidents Statistics	Departmental Managers & Employees	Facilities Regulation 5 Env Reg 9 Gen Safety Reg 3	Apr-22	In-progress & continuous			
			2	Hydro boilers (Contact with steam, hot water)	2,1	Burns or Explosion,	Safety	Defective equipment	Employees, People living with Disabilities & Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 1 hr	1. Injury, 2. Lost-time Injury, 3. property damage	1. Regular Inspections	4	B	III	Mostly effective	1. Reporting of defects followed by prompt corrective action	Audit Reports Inspection Reports Incidents Statistics	Departmental Managers & Employees	Facilities Regulation 7 Gen Safety Reg 3	Apr-22	In-progress & continuous			
			3	IT cables	3,1	Slip, Trip & Falls	Safety	Improper cable routing	Employees, People living with Disabilities & Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Lost-time Injury	1. Proper cable routing	4	B	III	Mostly effective	1. Reporting of defects followed by prompt corrective action	Audit Reports Inspection Reports Incidents Statistics	Departmental Managers & Employees	Facilities Regulation 5 & 8 Env Reg 6 (2d&8)	Apr-22	In-progress & continuous			
			4	Slippery Floor/ Uneven Surfaces	4,1	Slip, Trip & Falls	Safety	1. Wet surfaces	Employees, People living with Disabilities & Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	2. Lost-time Injury	1. Routine cleaning warning signs	4	B	III	Mostly effective	1. Route diversion	Audit Reports Inspection Reports Incidents Statistics	Departmental Managers & Employees	OHS Act, Env Reg 6 (2f)	Apr-22	In-progress & continuous			
			5	Stairways	5,1	Slip, Trip & Falls	Safety	1. Not holding to handrails 2. Failure to secure handrails	Employees, People living with Disabilities & Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	Lost-time Injury	1. Warning signs 2. Awareness 3. Structure inspections	4	C	II	Mostly effective	1. Warning signs	Audit Reports Inspection Reports Incidents Statistics	Departmental Managers & Employees	Env Reg 6 (2d) & 9 (e-f)	Apr-22	In-progress & continuous			
			6	Chairs, tables	6,1	Bumping onto/against.	Safety	1. Incorrectly placed tables/chairs and defective tables/chairs.	Employees, People living with Disabilities & Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	Lost-time injury	1. Correct placing of office furniture, 2. Guarding around sharp edges	4	B	III	Mostly effective	1. Prompt removal of defective tables and chairs from the offices 2. Keeping pathways/walkways/passages clear at all times	Audit Reports Inspection Reports Incidents Statistics	Departmental Managers & Employees	Facilities Regulation 5 & 8 Env Reg 9 Gen Safety Reg 3	Apr-22	In-progress & continuous			
			7	Doors and door handles	7,1	Caught By/Between the door or handle (Sustain finger injuries)	Safety	1. Poor handling of door when getting inside/outside of offices 2. Defective doors/handles	Employees, People living with Disabilities & Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	Lost-time Injury	1. Ensure proper door handling while getting inside and going outside the office 2. Reporting of defects and prompt maintenance of defects 3. Occupational Health & Inspection/survey	4	A	III	Mostly effective	1. Training and Awareness, 2. Risk assessment,	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	Facilities Regulation 5(2b)	Apr-22	In-progress & continuous			
			8	Handrails	8,1	Slip, falls	Safety	1. Failure to apply three point contacts on the handrails when ascending/descending.	Employees, People living with Disabilities & Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	Lost-time injury	1. Always ensure three point contact on handrails when ascending/descending, 2. Training & awareness, 3. Occupational Health & Inspection/survey	4	B	III	Mostly effective	1. Risk assessment,	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	Env Reg 9 d	Apr-22	In-progress & continuous			
			9	File cardboard	9,1	Falling objects	Safety	1. Improper stacking and storage of files	Employees Expectant Females People living with Disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Injury, 2. Property damage	1. Ensure proper stacking and storage of files 2. Use labels and guides to help locate files	3	B	III	Fully effective	1. Filing Training and Awareness, 2. Risk assessment,	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	Gen Safety Reg 8	Apr-22	In-progress & continuous			
Incompetency while performing activities		R	10	Unskilled personnel /untrained workforce	10,1	Poor judgement which lead to injuries	Safety	1. Lack of knowledge or skill, 2. Insufficient training, 3. Language barrier, 4. Incompetent trainer/assessor 5. Operating without authority	Employees People living with Disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	Injury	1. Training needs analysis & matrix, 2. Training presented by accredited training service providers, 3. SHE Inductions	3	B	III	Mostly effective	1. On duty training and coaching 2. Management Plant Walkabout 3. Planned Task Observation 4. Site operations rules 5. Entepreters in case of language barriers	Audit Reports Incidents Reports Management Walkabout Reports	Departmental Managers & Employees	OHS Act, 1993 (Act 85 of 1993) & its regulations Basic Conditions of employment Act, The Constitution of the Republic of South Africa	Apr-22	In-progress & continuous			
Overtime		R	11	Excessive working hours	11,1	Fatigue	Safety	1. Accelerated work program, 2. Shift work, 3. Pressure (meeting deadlines)	Employees People living with Disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Lost-time Injury, 2. Injury,	1. Rotation of employees, 2. Communication and awareness, 3. Employee Assistance Programme 4. Realistic schedules and timelines during work planning	4	C	II	Mostly effective	1. Enforce Leave management 2. Introduce Long pay weekend (break/rest time monthly)	Signing register, Clocking device Audit Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993 & its Rulations Leave management procedure, Basic conditions of service, Basic condition of employment Act, and Labour relations Act	Apr-22	In-progress & continuous			
Communication of instructions and messages		R	12	Language barrier	12,1	Poor information / knowledge transfer,	Safety	1. Unclear/ambiguous instructions, 2. Different language (cultures) 3. No interpreters	Employees People living with Disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	Injury	1. Appointment of interpreters, 2. Team leaders/supervisors understand preferred business language 3. SHE Induction	3	A	IV	Mostly effective	1. Signage	Audit Reports Behavioural based observations Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993 sec 13 & its regulations	Apr-22	In-progress & continuous			
Labour and community unrest		N	13	Strike (Protest action)	13,1	Site Instability Violence Property vandalism	Safety	1. Militant unions use workers to further their aims as competing unions present on site, 2. Trouble-makers incite unrest, 3. Conflict between different ethnic groups	Employees Expectant Females People living with Disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Once in a while (ad hoc / infrequent)	1. Lost-time Injury, 2. Project delays 3. Property damage 4. Production loss	1. Establish stakeholder management team to focus on issues of internal/external stability 2. Extensive informal network across all contractors enabled timely knowledge of intended strikes, 3. Pro-active Discuss with contractors on correct staff retrainingment procedures, discussion with workers on process to be followed, Community Liasion structure in place 4. SHE Induction 5. Have a open door policy communication	4	B	III	Mostly effective	1. Establish EP Centre to ensure prompt response 2. Establish SAPS Support, 3. Establish Security Intelligence gathering, 4. Establish Security Systems, 5. Establish stakeholder involvement and preventative programmes (meetings with unions and shopetwards to understand issues on the ground - potential unrest)	Meeting Minutes Incidents reports Communication / complaints registers IR Reports	Departmental Managers & Employees	OHS Act, 1993 (Act 85 of 1993) & its regulations Basic Conditions of employment Act,	Apr-22	In-progress & continuous			
			14	Pool/Less /Slow employment or employer/employee relations	14,1	Site Instability Violence Property vandalism	Safety	1. Management/supervisor intolerance, 2. Peer pressure, 3. Unreasonable expectations 4. Misleading by local leaders	Employees Expectant Females People living with Disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Once in a while (ad hoc / infrequent)	1. Lost-time Injury,	1. Communication and awareness of PLA agreement 2. SHE Induction 3. Employee Assistance Program	4	B	III	Mostly effective	1. Establish EP Centre to ensure prompt response 2. Establish SAPS Support, 4. Establish Security Intelligence gathering, 5. Establish Security Systems, 6. Establish stakeholder involvement and preventative programmes	Meeting Minutes Incidents reports Communication / complaints registers IR Reports	Departmental Managers & Employees	OHS Act, 1993 (Act 85 of 1993) & its regulations Basic Conditions of employment Act,	Apr-22	In-progress & continuous			
Security / Access Control		R	15	Lack of access control	15,1	Unauthorized entry, Delaying access to site	Safety	1. No sufficient signages 2. No pre-arranged appointments, 3. In adequate security control system	Employees Expectant Females People living with Disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. First Aid Treatment,	1. Access control at the gates., 2. Identification Cards, 3. Parameter Fencing 4. Activated EP response	2	B	IV	Mostly effective	1. Security patrols, 2. Biometric system 3. Security Surveillance Camera 4. On bus access verification	Audit Reports Incidents Reports Security Reports	Departmental Managers & Employees	Plant safety Reg, General Safety Reg 2B	Apr-22	In-progress & continuous			
Transportation		N	16	Local taxi association	16,1	Denied access to work Industrial instability Project delays (work stoppage)	Safety	1. Non-compliance to road transport regulations	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Injury, 2. Property damage	1. Enforce compliance to legislation 2. Communication 3. Proper procurement processes	3	B	III	Mostly effective	1. Induction 2. Awareness	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	National Road Act 93 of 1996 Provincial and Municipal By Laws	Apr-22	In-progress & continuous			
			17	Commuting (Pool vehicles,private vehicles,staff buses/mini-buses/taxis)	17,1	Motor Vehicle accident (MVA)	Safety	1. Speeding 2. Fatigue 3. Unroadworthy vehicles 4. Unauthorised drivers 5. Incompetent drivers 6. Disregard of traffic rules/signs	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injury 2. Property damage	1. Drivers to obey traffic rules and adhere to speed limits 2. Drivers to take rest before each trip: Assistant drivers in long trips 3. Regular service and maintenance: Roadworthy tests 4. Only appointed and authorised drivers allowed 5. Eskom Pool vehicle drivers to have Eskom Drivers Permit 6. Awareness and training to enforce compliance to traffic rules 7. Disciplinary action towards violators of traffic rules	4	C	II	Mostly effective	1. Induction 2. Vehicle and Drivers safety awareness campaigns	BBSO stats Incident register Inspection reports	Departmental Managers & Employees	National Road Act 93 of 1996 Provincial and Municipal By Laws	Apr-22	In-progress & continuous			
CONSTRUCTION ACTIVITIES																										
Supervision of construction of Buildings, Structures, Dams and Roads		R	18	Excavations & Trenches	18,1	Collapse of excavation (Engulfment)	Safety	1. Inadequate or no shoring, 2. Failure to do pre-inspection, 3. Inclement weather 4. Vehicles driving to close to edge of excavation, 5. Material and spoil stored too close to excavation, 6. Incorrect excavation method, 7. Soil stability	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatalities, 2. Severe injuries,	1. Excavation permit, 2. Adequate shoring and battering, 3. Supervision, 4. Excavation plan, 5. Daily inspection, 6. Barricading, 7. Risk Assessment and Safe work procedures	5	B	II	Mostly effective	1. Excavation plan, 2. Excavation wall support, 3. Access control, 4. Access/egress 5. Additional controls	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85- CR 13,	Apr-22	In-progress & continuous			
					18,2	Contact with underground services (electrocution/water leak-floods)	Safety	1. Striking underground services, 2. Lack of planning, 3. Updated drawings not available, 4. Failure to CAT Scan	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Injury 2. Fatality 3. Severe injuries	1. Excavation permit 2. Scanning for underground services, 3. Access control, 4. Risk Assessment and Safe work procedures	5	B	II	Mostly effective	1. Use of updated drawings, 2. Supervision, 3. Service markers, 4 CAT Scan, 5. Permit to work,	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85- Electrical Install Reg 5	Apr-22	In-progress & continuous			
					18,3	Access and egress	Safety	1. Failure to provide and maintain suitable means of access and egress,	Employees Visitors People living with Disabilities	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatality, 2. Severe injuries,	1. Provision of ramps and ladders for access, 2. Restricted access, signages 3. Risk Assessment and Safe work procedures	5	B	II	Mostly effective	1. Supervision, 2. Daily inspection, 3. Training and awareness - DSTI	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85	Apr-22	In-progress & continuous			

				18.4	Ingress of material	Safety	1. Plant and machinery falling into excavation, 2. Inadequate edge protection, 3. Inadequate daily inspection	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Injury	1. Solid barricading, 2. Restricted access, 3. Supervision, 4. Risk Assessment and Safe work procedures	3	B	III	Mostly effective	1. Proper housekeeping around excavation, 2. Supervision, Daily inspection	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85- CR 13,	Apr-22	In-progress & continuous		
				18.5	Ingress of water	Safety	1. Heavy rains, 2. Failure to isolate, No berms/channel	Employees Breastfeeding Mothers Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatality, 2. Severe injuries,	1. Scaffolding and shoring, 2. Pumping of water, 3. Diversion of water, 4. Permit to work, 5. Daily inspection, 6. Risk Assessment and Safe work procedures	5	A	II	Mostly effective	1. Supervision, 2. Daily inspection, 3. Water resistant PPE, 4. Pumping of water	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	CR 26 GSR 13A	Apr-22	In-progress & continuous		
				18.6	Person(s) falling into	Safety	1. No edge protection/barricading, 2. No safe means of access and egress, 3. Inadequate inspection	Employees People living with disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. injuries,	1. Solid barricading, 2. Restricted access, 3. Supervision, 4. Risk Assessment and Safe work procedures	3	B	III	Mostly effective	1. Supervision, 2. Training and awareness, 3. Warning signs	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	CR 10,	Apr-22	In-progress & continuous		
Supervision of concrete works	R	19	Sealing concrete/ curling	19.1	Sprayed sealing compound.	Safety	1. Inadequate PPE, 2. Improper handling of equipment, 3. Poor positioning, 4. Poor house keeping	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	First aid treatment case, and temporary discomfort case	1. Proper PPE 2. Standard Working Procedure implementation and enforcement 3. MSDS	2	C	III	Mostly effective	1. Supervision, 2. Training and awareness and PPE	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85, CR 20 CR 12 g,	Apr-22	In-progress & continuous		
		20	Pumping Concrete, concrete pouring pipe, chute, dried up mortar	20.1	Concrete splashing from the end hose, and direct contact body parts with wet concrete,	Safety	1. Delivery hose damaged 2. No warning given prior to starting or re-commencing the pour 3. Air in hose due to a blockage 4. A change of supply 5. Accidental spillage 6. Engulfment 7. Falling debris,	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	Injuries First aid treatment case, and temporary discomfort case	1. Appropriate PPE (RPE/ FFP3 mask) to be supplied and worn as identified 2. Standard Working Procedure implementation and enforcement 3. MSDS 4. Risk assessment	3	B	III	Mostly effective	1. PPE to be issued, recorded, monitored and replaced where appropriate 2. Training and awareness	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85, CR 20 CR 12 g,	Apr-22	In-progress & continuous		
Project management and supervision of form-work and Support work	R	21	Structural Failure	21.1	Struck by flying objects	Safety	1. Substandard design and erection, 2. Overloading of structure,	Employees Visitors People living with disabilities	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatality, 2. Injuries	1. Competent erectors, 2. Inspection of structure, 3. Approved design, 4. Training	5	B	II	Mostly effective	1. Approved building structure approved by relevant authorities,	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85, CR 11, 12, 16	Apr-22	In-progress & continuous		
		22	Scaffolding	22.1	Damaged scaffold material used, Inclement weather	Safety	1. Defective scaffold material used, 2. Inclement weather	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatality, 2. Injuries	1. Quality checks on scaffolding material, 2. Defective scaffolding material to be removed, 3. DSTI, 3. Supervision	5	B	II	Mostly effective	1. Strict enforcement	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85, CR 11, 12, 16	Apr-22	In-progress & continuous	R 37 714	
				22.2	Incorrect erection, dismantling or modification	Safety	1. Lack of knowledge, 2. Not following procedures, 3. Incompetent erectors	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatality, 2. Injuries	1. Training, 2. Follow correct safe work procedures, 3. Competent erectors 4. Inspections	5	B	II	Mostly effective	1. Strict enforcement 2. Toolbox and awareness	Audits Reports Inspections Reports Incidents Reports BBSO/VFL	Departmental Managers & Employees	OHS Act 85, CR 11, 12, 16	Apr-22	In-progress & continuous		
Movement of Mobile Construction Equipment, Plant and Vehicles	R	23	Mobile Construction Equipment, Plant and Vehicles	23.1	Pedestrian accidents/incidents	Safety	1. Poor planning, 2. Lack of coordination and communication, 3. Poor housekeeping, 4. Poor lighting, 5. Poor road demarcation, 6. Incompetent operator, 7. Inattentive or dangerous driving 8. Inadequate signage 9. Lack of pedestrian crossing	Employees People living with disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatality, 2. Injuries	1. Appointment of flagperson to control traffic 2. Traffic management plan, 3. Segregation of work areas, 4. Reverse sirens on vehicles, 5. Pedestrian routes, 6. Road Signage 7. Competent operators	6	B	I	Mostly effective	1. Adherence to road road signage, 2. Visibility of construction vehicle, 3. Speed monitoring, 4. SHE awareness campaigns, 5. Driver re-evaluation,	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, CR 23 GSR 13B, DMR 17 National Road Traffic Act 93 of 1996	Apr-22	In-progress & continuous	R 37 717	
				23.2	Vehicle driving into the structure	Safety	1. Unauthorised operator, 2. No clear instructions, 3. Unfamiliar with plant 4. Mechanical failure 5. Under the influence	Employees People living with disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatality, 2. Injuries	1. Speed limit, 2. Signages, 3. Barricading, 4. Appointment of flagpersons 5. Driver's license / authorization 6. Daily monitoring of substance abuse	5	A	II	Mostly effective	1. Flag person in position, 2. Driver permit, 3. Driver re-evaluation, 4. Coordination	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, CR 23 GSR 13B, DMR 17 National Road Traffic Act 93 of 1996	Apr-22	In-progress & continuous		
				23.3	Construction Vehicles Collision	Safety	1. Failure to implement or adhere to maintenance schedule, 2. Incompetent maintenance personnel, 3. Make shift repairs 4. Speeding 5. Fatigue 6. Insufficient road signage	Employees People living with disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatality 2. Severe injuries	1. Flag persons presence, 2. Adherence to road signage, 3. Barricading, 4. Road planning 5. Supervision, 6. Driver's license / authorization 7. Fatigue management plan	5	C	II	Mostly effective	1. Reversing alarms, 2. Amber lights, 3. Supervision, 4. Switch on headlights, 5. Adequate road signage, 6. Work interface	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, CR 23 GSR 13B, DMR 17 National Road Traffic Act 93 of 1996	Apr-22	In-progress & continuous		
				23.4	Deviating from designated routes	Safety	1. Failure to adhere to company instructions 2. Incompetent driver, 3. Fatigue, 4. Adverse weather conditions, 5. Substance abuse, 6. Taking short cuts 7. Mechanical failure	Employees People living with disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Lost time injury	1. Flag persons presence, 2. Demarcated roads and signage, 3. Training, 4. Clear instructions 5. Roadworthy certificate	4	A	III	Mostly effective	1. FRoad safety awareness 2. Roads to be maintained, 3. Brief on any road changes.	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	National Road Traffic Act 93 of 1996 CR 23	Apr-22	In-progress & continuous		
				23.5	Mechanical Failure/ poor maintenance	Safety	1. Lack of controls, 2. Theft of plant and vehicles, 3. Plant and vehicles left unattended 4. Poor quality spares used 5. Incompetent mechanics	Employees People living with disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatality 2. Injuries	1. Periodical maintenance and service of vehicles, 2. Daily inspections 3. Competent and Certified mechanics 4. Use of original quality spares	5	B	II	Mostly effective	1. Audits and inspections 2. Awareness and Training	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	National Road Traffic Act 93 of 1996 CR 23	Apr-22	In-progress & continuous		
				23.6	Off-site vehicle accident	Safety	1. Failure to evaluate driver competency, 2. Failure to adequately monitor and supervise 3. Speeding 4. Failer to adhere to road signs 5. Adverse weather conditions 6. Fatigue 7. Substance abuse 8. Mechanical failure	Employees General public People living with disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatalities 2. Severe injuries	1. Daily vehicle checklist, 2. Permission to leave site, 3. Headlights on, 4. Roadworthy certificates, 5. Driver's licence or Eskom driver's permits, 5. Approved vehicles for construction site, 7. Medical fitness certificate	5	C	II	Mostly effective	1. Taining and awareness on arrive alive, 2. Adherence to road signage's and rules, 3. Adherence to life saving rule No 3 (buckle up) and rule No 4 (Be sober)	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	National Road Traffic Act 93 of 1996 CR 23	Apr-22	In-progress & continuous		
				23.7	Unauthorised use	Safety	1. Poor or lack of maintance, 2. No road signage, 3. Poor planning of fleet management 4. Non adherence to site rules	Employees People living with disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Lost time injuries	1. Procedures, in place 2. Fleet management 3. Access control at the gate	4	C	II	Mostly effective	1. Driver permits, 2. Key control, 3. Drivers to sign log books	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	National Road Traffic Act 93 of 1996 OHS Act 85 of 1993, CR 23 GSR 13B,	Apr-22	In-progress & continuous		
				23.8	Driver incompetency	Safety	1. Burst/ Leaking oil/hydraulic/fuel pipes. Electric circuits, 2. Overheating breaking systems 3. Failure to evaluate drivers competency	Employees People living with disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatalities 2. Severe injuries	1. Driver permit system, 2. National valid driver's licence 3. Relevant training 4. Risk profile evaluations	5	B	II	Mostly effective	1. Driver competency evaluation	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	National Road Traffic Act 93 of 1996 OHS Act 85 of 1993, CR 23 GSR 13B,	Apr-22	In-progress & continuous	R 37 713	
				23.9	Poor road conditions	Safety	1. Poor Road maintenance 2. Incorrect loading methods, 3. Unsecured load, 4. Using incorrect equipment for loading 5. Aging of road 6. Substandard road design	Employees People living with disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Severe injuries 2. Fatalities	1. Regular maintenance 2. Proper routes planning 3. Road inspections 4. Approved designs	4	B	III	Mostly effective	1. Avoiding roads with poor conditions	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	National Road Traffic Act 93 of 1996 OHS Act 85 of 1993, CR 23 GSR 13B,	Apr-22	In-progress & continuous		
				23.10	Fire	Safety	1. Burst/ Leaking oil/hydraulic/fuel pipes. Electric circuits, 2. Overheating breaking systems 3. Poor maintenance 4. Poor quality accessories	Employees People living with disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Severe injuries 2. Fatalities	1. Regular maintenance 2. Reporting of any defects 3. Use of original parts for repairs	5	B	II	Mostly effective	1. Safe work procedure, 2. Maintenance program 3. Inspections	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	National Road Traffic Act 93 of 1996 OHS Act 85 of 1993, CR 23 GSR 13B,	Apr-22	In-progress & continuous		
				23.11	Falling objects	Safety	1. Overloading, 2. Incorrect loading methods, 3. Unsecured load, 4. Using incorrect equipment for loading 5. Defected vehicle appliance	Employees People living with disabilities Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Lost time injuries	1. Follow the correct loading procedure, 2. Competent persons, 3. Proper planning 4. Ensure loads are secured all times 5. Using the correct equipment 6. Plant inspection and maintenance	4	B	III	Mostly effective	1. Training programmes and operator evaluation.	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	National Road Traffic Act 93 of 1996 OHS Act 85 of 1993, CR 23, GSR 13B,	Apr-22	In-progress & continuous		
Project management and supervision of hot work activities - Welding, Grinding and Cutting	R	24	Hot works Sparks	24.1	Fire/Explosion	Safety	1. Lack of procedural controls, 2. Poor housekeeping, 3. Failure to provide correct fitting for equipment, 4. Failure to plan 5. Incompetent personnel	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Fatalities 2. Serious Injuries 3. Property Damage	1. Welding screens, 2. Fire extinguisher, 3. Fire Blankets, 4. Fire watchers, 5. PPE 6. Hot works permits	5	B	II	Mostly effective	1. Emergency response plan 2. Competence supervision	Audits Reports Inspections Reports Plant Task Observations Incidents Reports BBSO/VFL	Departmental Managers & Employees	OHS Act 85, GSR 9 a-b	Apr-22	In-progress & continuous		
		25	Defective Equipment	25.1	Burns/Cuts/Laceration/Electrocution	Safety	1. Poor maintenance, 2. Lack of inspection 3. Lack of Supervision	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Lost-time Injuries/Amputation,	1. Safe work procedure implementation and enforcement, 2. Supervision	4	B	III	Mostly effective	1. Preuse inspections, 2. Maintenance procedures	Audits Reports Inspections Reports Plant Task Observations Incidents Reports	Departmental Managers & Employees	OHS Act 85, GSR 9 c	Apr-22	In-progress & continuous		
		26.1	Incompetent employees	26.1	Burns/Cuts/Laceration	Safety	1. Unauthorized employees	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Lost-time Injuries/Amputation and Fatality	1. Training, 2. Supervision	5	B	II	Mostly effective	1. Training, 2. Supervision 3. Awareness	Audits Reports Inspections Reports Plant Task Observations Incidents Reports	Departmental Managers & Employees	OHS Act 85, GSR 9,	Apr-22	In-progress & continuous		
		27	Availability of alcohol based Hand Sanitisers (e.g. 70% based alcohol hand sanitiser) at work areas where there is hot work activities	27.1	Fire	Safety	1. Unprotected sparks 2. Poor storage of hand sanitiser 3. Sanitiser liquid coming in contact with hot sparks	Employees, Contractor employees, Visitors, Members of the public	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Lost time injury 2. Damage to property	(1) No sanitisers should be available or used where there is a risk of fire. (2) Ongoing supervision	4	B	III	Fully effective	1. Employees doing hot works activities to always wash hands thoroughly with water and soap	Conducting VFLs, Site Inspection	Departmental Managers & Employees	Occupational health and safety measures in workplace (COVID-19 (C19 OHS), Disaster Management Regulation Workplace Protective measures to be taken during the COVID 19 outbreak for GCD workplaces 240-155318601	Ongoing as this is currently an Outbreak	In Progress		

Project management and supervision of blasting operations	N	28	Blasting	28.1	Misfiring	Safety	1. Incorrect installation of explosives, 2. Technical malfunction, 3. Incompetent blaster	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Once off (infrequent & adhoc basis)	1. Fatality, 2. Severe injuries,	1. Notification to blasting inspector, 2. Designated area for disposing misfired explosives, 3. Pre and post inspection of blasting area, 4. Blasting Permit	5	B	II	Mostly effective	1. Verification by blaster, 2. Restricted access, 3. Recharging of mis-fired magazines	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993 - Explosives Regulation 13 of the OHS Act	Jul-21	In-progress & continuous	
				28.2	Explosion	Safety	1. Improper access control to magazine, 2. Incorrect issuing of explosives 3. Untrained personnel, 4. Collision during transportation 5. Open flames	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Once off (infrequent & adhoc basis)	1. Multiple fatalities 2. Severe injuries,	1. Restricted access to the area, 2. Blasting permit, 3. Training 4. Communication and signage of blasting date and time 5. Warning sirens, 6. Communication	6	B	I	Mostly effective	1. Signage around blasting parameters, 2. Supervision, 3. Locking the gate of blasting site/area.	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993 - Explosives Regulation 13 of the OHS Act	Apr-22	In-progress & continuous	R 38 879
				28.3	Flying rocks	Safety	1. Improper assessment 2. Insufficient cover over the rocks 3. Making use of stronger explosives	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Once off (infrequent & adhoc basis)	1. Fatality, 2. Severe injuries,	1. Covered blast, 2. Proper assessment 3. Use the correct amount of blasting	5	B	II	Mostly effective	1. Signage around blasting parameters, 2. Supervision, 3. Locking the gate of blasting site/area.	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993 - Explosives Regulation 13 of the OHS Act	Apr-22	In-progress & continuous	
				28.4	Storage, Transportation & Handling of Explosives	Safety	1. Incompetent personnel, 2. No or inadequate training, 3. Ignorance, 4. Uncontrolled storage, 5. Theft, 6. Insecure transportation	Employees Visitors General public	Responsible Functional Managers (accountable) & Employees (responsible) Supplier Manager	Once off (infrequent & adhoc basis)	1. Fatality, 2. Severe injuries,	1. Legislation, 2. Standards & Procedures, 3. Supervision, inspections, Competency & training, 4. Planned task observations, 5. Security, 6. Approved explosive magazine, 7. Magazine Master	5	B	II	Mostly effective	1. Signage around blasting parameters, 2. Supervision, 3. Locking the gate of blasting site/area. 4. Awareness	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993 - Explosives Regulation 13 of the OHS Act	Apr-22	In-progress & continuous	
Use of Hazardous Chemical Substances	R	29	Hazardous Chemical Substances (refer to the Health Risk Assessment Report for the nature of chemicals)	29.1	Fire/Explosions	Safety	1. Improper handling, 2. Incorrect storage conditions, 3. Open flames, 4. Lack of knowledge	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Fatality 2. Injuries	1. Proper chemical storage 2. Proper chemical labelling and marking 3. MSDSs 4. Natural ventilation	5	C	II	Mostly effective	1. Safe work procedure, 2. Training and awareness, 3. Proper signage, 4. Proper Storage, 5. Fire control systems	Audits Reports Inspections Reports Plant Task Observations Incidents Reports	Departmental Managers & Employees	Hazardous Chem Sub Reg.	Apr-22	In-progress & continuous	
				29.2	Burns	Safety	1. Improper handling, 2. Lack of knowledge	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Injuries,	1. Proper chemical storage 2. Proper chemical labelling and marking 3. MSDSs 4. Natural ventilation	4	B	II	Mostly effective	1. Training and awareness, 2. Proper handling, 3. Provision and use of correct PPE	Audits Reports Inspections Reports Plant Task Observations Incidents Reports	Departmental Managers & Employees	Hazardous Chem Sub Reg.	Apr-22	In-progress & continuous	
Pedestrians walking onsite	R	30	Pedestrians	30.1	Struck by vehicles	Safety	1. Failure to demarcate routes, 2. Failure to maintain demarcated routes, 3. Failure to communicate, 4. Failure to enforce control/aware	Employees People living with disability Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injuries	1. Reflective clothing, 2. Designated walk-ways, 3. Demarcation of pedestrian routes, 4. Maintenance of pedestrian routes	4	B	III	Mostly effective	1. PPE Requirements, 2. Signage 3. Traffic Management Plan 4. Warning Systems installed in vehicles	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, GAR 8, GSR 2,	Apr-22	In-progress & continuous	
				30.2	Slip, Trip and Falls	Safety	1. Failure to maintain surfaces, 2. Provision of unsuitable foot wear, 3. Poor housekeeping standard, 4. Inadequate lighting 5. Obstructed walkways 6. Poor observations	Employees People living with disability Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injuries	1. Good house keeping practices, 2. Housekeeping plan 3. Training and awareness	4	C	II	Mostly effective	1. Segregated walk-ways, 2. Signage 3. Inspections 4. Proper PPE (safety boots)	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, GAR, GSR 2, CR 27, ENV Reg 6,	Apr-22	In-progress & continuous	
				30.3	Adjacent Works	Safety	1. Failure to provide safe route, 2. Failure to monitor, 3. Failure to communicate	Employees People living with disability Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Injuries	1. Barricading of work areas, 2. Road monitoring plan	3	B	II	Mostly effective	1. Access control, 2. Signage 3. Proper PPE (safety boots)	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, GAR, GSR 2, CR 27, ENV Reg 6,	Apr-22	In-progress & continuous	
				30.4	Struck by falling objects	Safety	1. Poor housekeeping, 2. Failure to secure material at height,	Employees People living with disability Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injuries	1. Good house keeping practices, 2. Safety Zones 3. Intergration	4	B	III	Mostly effective	1. Proper housekeeping, 2. Awareness	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, GAR, GSR 2, CR 27, ENV Reg 6,	Apr-22	In-progress & continuous	
				30.5	Unauthorised access/areas	Safety	1. Failure to secure and manage, 2. Failure to enforce, 3. Failure to communicate	Employees Expectant Females People living with disability Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Injuries	1. Site rules for accessing site and work areas, 2. Barricading of work areas 3. Warning signs	3	B	III	Mostly effective	1. Access permits granted to authorised personnel only. 2. Awareness	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, GAR, GSR 2, CR 27, ENV Reg 6,	Apr-22	In-progress & continuous	
Housekeeping	R	31	Poor housekeeping	31.1	Slip, Trip and Falls	Safety	1. Failure to plan, 2. Failure to implement and maintain good housekeeping practices, 3. Lack of knowledge	Employees Expectant Females People living with disability Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injuries,	1. Good house keeping practices/procedure, 2. Supervision	4	C	II	Mostly effective	Training and Awareness	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, GSR 2B, CR 27, ENV Reg 6,	Apr-22	In-progress & continuous	
				31.2	Fire	Safety	1. Accumulation of combustible material, 2. Incorrect storage of flammable liquids	Employees Expectant Females People living with disability Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	Fatality	1. Good house keeping practices/procedure, 2. Supervision	5	B	II	Mostly effective	Training and Awareness	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, GSR 2B, CR 27, ENV Reg 6,	Apr-22	In-progress & continuous	
				31.3	Falling objects	Safety	1. Improper stacking, 2. Superfluous	Employees Expectant Females People living with disability Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injuries,	1. Good house keeping practices/procedure, 2. Supervision	4	C	II	Mostly effective	Training and Awareness	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, GSR 2B, CR 27, ENV Reg 6,	Apr-22	In-progress & continuous	
				31.4	Obstructed emergency routes/walk-ways	Safety	1. Improper stacking	Employees Expectant Females People living with disability Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injuries,	1. Good house keeping practices/procedure, 2. Supervision	4	C	II	Mostly effective	Training and Awareness	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, GSR 2B, CR 27, ENV Reg 6,	Apr-22	In-progress & continuous	
Manual handling	R	32	Sharp Edges	32.1	Cuts	Safety	1. Protruding sharp objects, 2. Sharp edges not protected, 3. Unsafe tools,	Employees People living with disability Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Injuries,	1. PPE, 2. Training and awareness, 3. Guarding/covering of sharp edges	3	B	III	Mostly effective	1. Removal of sharp edges when it is reasonable practical.	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, CR 28, DMR 18, Eskom Standard 39-98	Apr-22	In-progress & continuous	
		33	Heavy materials	33.1	Muscle and Bones strains (Hands and spinal)	Safety	1. Poor practice of materials handling 2. Untrained personnel 3. No safe works procedure	Employees Expectant Females People living with disability Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injuries,	1. Lifting equipment 2. Method statements and Risk assessment 3. Equipment labelling (weights) 4. Training and awareness	4	B	III	Mostly effective	1. Plan works for moving equipments	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, CR 28, DMR 18, Eskom Standard 39-98	Apr-22	In-progress & continuous	
Use of tools and Equipment (Electrical, Pneumatic and Hydraulic Power Tools)	R	34	Tools and Equipment	34.1	Unguarded moving parts	Safety	1. No guards, 2. At risk behaviour, 3. Untrained personnel, 4. Improper handling 5. Inspection not done	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injuries,	1. Training Programs, 2. Pre use inspection, 3. Warning Signs, 4. Supervision, 5. Proper handling of tools and equipment	4	B	III	Mostly effective	1. Maintenance 2. Communication and awareness	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, GMR 3,	Apr-22	In-progress & continuous	
				34.2	Electric Shock	Safety	1. Poor supervision, 2. Inappropriate lock out system, 3. Exposed wiring 4. Defective equipment	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Fatality, 2. Injuries	1. Supervision, 2. Training programmes, 3. Warning Signs, 4. Pre use inspection, 5. Lock-out system in place	5	C	II	Mostly effective	1. Risk Assessment and SWP 2. Tools register 3. Maintenance on tools and equipment 4. Communication and awareness	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	Elec Installation Reg SANS 10086-1	Apr-22	In-progress & continuous	
				34.3	Loose Clothing	Safety	1. Caught in unguarded moving parts, 2. Poor supervision, 3. Insecure PPE	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injuries,	1. Supervision, 2. Training programmes, 3. Warning Signs, 4. Correct PPE usage	4	B	III	Mostly effective	1. Risk Assessment and SWP 2. Communication and awareness	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993 sec 12, GSR 2	Apr-22	In-progress & continuous	
				34.4	Unauthorised use	Safety	1. Untrained personnel, 2. No supervision, 3. Poor planning, 4. No lock-out system	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injuries,	1. Supervision, 2. Training programmes, 3. Warning Signs, 4. Planning for tasks in advance 5. Lock-out system in place	4	B	III	Mostly effective	1. Risk Assessment and SWP 2. Communication and awareness	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993 sec 8 (f)	Apr-22	In-progress & continuous	
				34.5	Incorrect storage (grinder wheels/disc)	Safety	1. Untrained personnel, 2. No supervision, 3. No storage procedure	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injuries,	1. Supervision, 2. Training programmes, 3. Develop and implement storage procedure	4	B	III	Mostly effective	1. Risk Assessment and SWP 2. Communication and awareness, 3. Tools register	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993, GSR 9(a) MCS Reg 10 (f)	Apr-22	In-progress & continuous	
				34.6	Use of incorrect tools (Grinder disc)	Safety	1. Untrained personnel, 2. No supervision, 3. At risk behaviour, 4. Correct grinding disks not available	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost-time Injuries,	1. Supervision, 2. Training programmes, 3. Warning Signs, 4. Provision of correct tools, 5. Conduct Daily Site Task Instruction before start with activity	4	B	III	Mostly effective	1. Risk Assessment and SWP 2. Communication and awareness, 3. Tools register 4. Pre-use inspection	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993 sec 8 (f), GSR 9 (a)	Apr-22	In-progress & continuous	
Office and Site Environment	R	35	Wild animals (Baboons, Monkeys & Cats)	35.1	Animals attacking people	Safety	1. Unguarded outside fence 2. Poor waste management (food waste) 3. Feeding of animals	Employees Contractor Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Injuries 2. Property damage	1. Remove animals 2. Feeding of animals not allowed 3. Animal monitoring service provider 4. Use dedicated eating areas and don't leave food unattended 5. Dispose waste and food waste into the bins provided 6. Bins to have locking mechanism/animal proof	3	B	III	Mostly effective	1. Awareness/communication 2. SHEQ induction	Inspection reports Planned Task Observations, Incident reporting.	Departmental Managers & employees	OHS Act s13, OHS Act s8(2)b	Apr-22	In-progress & continuous	
		36	Wild Animals (Snakes)	36.1	Snake bites, Laceration wounds	Safety	1. Enclosures	Employees Contractor Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Lost time injuries	1. Remove animals 2. Emergency medical response 3. Snake catcher/handler service	4	B	III	Mostly effective	1. Awareness/communication 2. Training - snake handling	Incident Reporting	Departmental Managers & employees	OHS Act s13 GSR (31) OHS Act s8(2)(d)	Apr-22	In-progress & continuous	
		37	Fly Ash dust	37.1	Poor visibility	Safety	1. Windy conditions at Ash dump area (exposed dry ash blown by wind) 2. Inadequate sprinkler system during windy conditions	Employees Contractor Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	1. Injuries 2. Property damage	1. Effective Sprinkler systems and regular maintenance on the system 2. Rehabilitation of the ash dump (Vegetation) 3. Suspend activities in severe situation	3	B	III	Mostly effective	1. Safe Work Procedures, 2. SHEQ inductions, 3. Awareness	Inspection reports Audit Reports Planned Task Observations, Incident reporting.	Departmental Managers & employees	OHS Act s13, OHS Act s8(2)b GSR 2	Apr-22	In-progress & continuous	
Demobilisation due to project completion	R	38	Demobilisation	38.1	Demoralisation, depression (safety/Health)	Safety	1. lack of mental alertness/focus 2. Poor planning on demob strategy 3. Poor communication	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	Injuries	1. Demob plan and strategy in place 2. Demob plan communicated with employees in advance 3. Training programmes to equip employees with skills for after demob 4. Provide counselling and Psychological support	3	B	III	Mostly effective	1. Communication and awareness, 2. Risk Assessment and SWP 3. Consultation with Unions and shopstewards 4. Training on financial management	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993 sec 13 & 26 Basic Conditions of employment Act: The Constitution of the Republic of South Africa	Apr-22	In-progress & continuous	
				38.2	Increased incidents	Safety	1. lack of focus/ Not paying attention on the activity at hand 2. Demoralised employees	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	Lost time injuries	1. Demob plan and strategy in place 2. Demob plan communicated with employees in advance 3. Job observation in place 4. Close supervision at all times 5. Offer counselling and Psychological support to demoralised employees	4	B	III	Mostly effective	1. Communication and awareness, 2. Risk Assessment and SWP 3. Training on financial management	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993 sec 13 & 26 Basic Conditions of employment Act: The Constitution of the Republic of South Africa	Apr-22	In-progress & continuous	

				38.3	Industrial instability (Protest/Strike action)	Safety	1. Poor planning on demob strategy 2. Poor communication 3. Unfair demob process 4. Unions and Shopstewards not consulted 5. Training provided not meeting employees needs for after project	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	1. Fatality 2. Injuries	1. Demob plan and strategy in place 2. Demob plan communicated with employees in advance 3. Training programmes to equip employees with skills for after demob 4. Fair demob practices 5. Consultation with Unions and shopstewards	5	C	II	Mostly effective	1. Communication and awareness, 2. Risk Assessment and SWP 3. Training programmes to equip employees with skills for after demob	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993 sec 13 & 26 Basic Conditions of employment Act: The Constitution of the Republic of South Africa	Apr-22	In-progress & continuous	
				38.4	Project delays (work stoppage)	Safety	1. Poor planning on demob strategy 2. Industrial actions/Protest 3. Demotivated employees not productive 4. Unions and Shopstewards not consulted	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	Lost time injuries	1. Demob plan and strategy in place 2. Competent core teams for remaining activities 3. Fair demob practices 4. Consultation with Unions and shopstewards	4	B	III	Mostly effective	1. Communication and awareness, 2. Risk Assessment and SWP 3. Demob plan communicated with employees in advance 4. Training on financial management	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993 sec 13 & 26 Basic Conditions of employment Act: The Constitution of the Republic of South Africa	Apr-22	In-progress & continuous	
Site De-establishment	R	39	Electrical points not de-energized before disconnecting supply points (Lock-out permit etc)	39.1	Employees can come into contact with live electrical points	Safety	1. No procedure, 2. Poor supervision, 3. No inspection	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	Lost time injuries	1. Legislation, 2. Training, 3. Supervision, 4. Procedures, 5. SHE specification	5	C	II	Mostly effective	1. Risk Assessment and SWP	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 OF 1993 GSR 1-4 Haz Chem Sub 10-15 Env Reg for Workplaces	Apr-22	In-progress & continuous	
		40	Unsafe methods utilized for the loading and offloading of office buildings, parkhomes for removal from current site to a new site	40.1	Mobile office buildings can slew out of control or strike observers standing close-by	Safety	1. Untrained employees, 2. No safe working statement, 3. No supervision	Employees Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	Lost time injuries	1. Legislation, 2. Rigging study, 3. Training, Supervision, 4. Procedures, 5. Method statements, 6. SHE specification	5	C	II	Mostly effective	1. Risk Assessment and SWP	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 OF 1993 GSR 1-4 Haz Chem Sub 10-15 Env Reg for Workplaces	Apr-22	In-progress & continuous	
Project management and supervision of grinding and Steel cutting activities	N	41	Grinding steel, Cutting and Hammering leading to noise exposure	41.1	Exposure to excessive Noise ≥ 85 dB (A)	Health	1. Failure to implement or adhere to procedure, 2. Failure to install suitable curcuit breakers, 3. Incompetent operators, 4. Lack of training	Employees Visitors	Occ Health Practitioner Occupational Hygienist Responsible Functional Managers (accountable) & Employees (responsible)	Daily 5 hrs	Noise Induced Hearing Loss	1. Training & awareness, 2. Occupational Health & Hygiene Inspection/survey..	4	C	II	Mostly effective	Legislation Supervision Training & Awareness Health Risk Assessment, Occupational Hygiene Inspections, Noise assessment and Hearing Conservation Programme.	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85, GSR 9.M	Apr-22	In-progress & continuous	R 38 884
Office Environment: Administrative work, Office Furniture/Equipment, Work Ergonomics	R	42	Poor Ventilation	42.1	Acute respiratory Disease, Fatigue, Headaches, Irritation of the eyes, and Nasal congestion	Health	1. Failure to implement or adhere to procedure, 2. Failure to install suitable curcuit breakers, 3. Incompetent operators, 4. Lack of training	Employees Visitors Employees with disabilities	Occ Health Practitioner Occupational Hygienist Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	Medical Treatment and Increased absenteeism Building Sick Syndrome	1. Training & awareness, 2. Occupational Health & Hygiene Inspection/survey..	3	C	II	Mostly effective	Legislation standards Supervision, Training & awareness, Natural ventilation, Indoor air quality assessment and Occupational Hygiene Survey and Gas Monitoring Maintenance of air conditioners	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 OF 1993 Env Reg for Workplaces Facilities Regulations 4 (h) Hazardous Chem Sub Regulations 8 Lead Regulation 9 Asbestos Regulations 8 CR 6 (F) Regulation for Haz Biological Agents 15, 16 GSR 4 sec 3	Apr-22	In-progress & continuous	
		43	Poor work design, poor lighting and increased visual demand might expose the employees to ergonomics	43.1	Eye strain Headache Back ache	Health	1. Failure to implement or adhere to procedure, 2. Failure to install suitable curcuit breakers, 3. Incompetent operators, 4. Lack of training	Employees	Occupational Hygienist Occ Health Practitioner Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	Irreversible health effects with permanent consequences	1. Training & awareness	4	B	III	Mostly effective	Legislation Training & awareness Air conditioning system, Extraction ventilation system, Occupational Health & Hygiene Inspection.	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 OF 1993 GSR 2 CR 6 & 7 Ergonomic Regulation 2019	Apr-22	In-progress & continuous	
		44	Poor Ergonomics	44.1	Musculoskeletal disorders (MSDs) or back pains	Health	1. Improperly adjusted workstations and chairs; 2. Frequent lifting; 3. Poor posture 4. Awkward movements, especially if they are repetitive; 5. Using too much force, especially if it's done frequently.	Employees working on site People living with Disabilities Employees working from home	Occupational Hygienist Occ Health Practitioner Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	Occupational disease with reversible effects	1. Training & awareness, 2. Occupational Health & Hygiene Inspection/survey.. 3. Medical Surveillance 4. Provision of ergonomically suitable chairs and tables 5. Sufficient Lighting and vision 6. Monitor position 7. Job rotation 8. Job hazards analysis 9. Collaboration and ergonomics brainstorming	3	C	II	Fully effective	Legislation - Occupational Health and Safety Act (85 of 1993) - Ergonomics Regulations (2019) Training and Awareness, Risk assessment, Ergonomic assessment and Occupational hygiene inspection.	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 OF 1993 GSR 2 CR 6 & 7 Ergonomic Regulation 2019	Apr-22	In-progress & continuous	
		45	Air Conditioners	45.1	Colds or Fever	Health	1. Heat & Coldness, 2. Dirty filters of the air conditioners	Employees	Occupational Hygienist Responsible Functional Managers (accountable) & Employees (responsible)	Daily 5 hrs	Occupational disease	1. Constant checks, 2. Adjust air conditioners whenever the weather conditions change 3. Maintenance of the air conditioners.	3	B	III	Mostly effective	1. Heat & Cold stress monitoring	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 OF 1993 Ergonomic Regulation 2019	Apr-22	In-progress & continuous	
		46	Laptop	46.1	Vision Problems. Repetitive Stress Injuries. Headaches	Health	1. Brightness, 2. Long exposure to the laptop	Employees	Occupational Hygienist Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	Occupational disease with irreversible effects	1. Training & awareness, 2. Occupational Health & Hygiene Inspection/survey..	4	C	II	Fully effective	1. Eskom employee assistance program . 2. Equipment calibration program implemented	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 OF 1993 Ergonomic Regulation 2019	Apr-22	In-progress & continuous	
Substance abuse	R	47	Intoxicated employees (operators)	47.1	Poor judgment which may lead to injuries Mental instability	Health	1. Poor judgement	Employees Expectant Females Breastfeeding Mothers People living with Disabilities Visitors	Occ Health Practitioner Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9 hrs	Lost-time Injury	1. Training of personnel on proper use, 2. Security access control procedure in place 3. Random alcohol testing 4. SHE induction 5. Eskom life-saving rule 6. Awareness on substance abuse 7. Eskom employee assistance program 8. Equipment calibration program implemented	4	B	III	Mostly effective	1. Eskom employee assistance program . 2. Equipment calibration program implemented	Inspections Reports	Departmental Managers & Employees	OHS Act 85 of 1993 General Safety Reg 2	Apr-22	In-progress & continuous	
Project management and supervision of drilling and blasting at Concrete Mixing Plants and concrete works	N	48	Crystalline Silica Exposure	48.1	Development of Acute or Chronic Silicosis	Health	1. Failure to implement or adhere to procedure, 2. Failure to install suitable curcuit breakers, 3. Incompetent operators, 4. Lack of training	Employees Visitors	Occ Health Practitioner Responsible Functional Managers (accountable) & Employees (responsible)	Daily 3 hrs	Silicosis	1. Training & awareness, 2. Occupational Health & Hygiene Inspection/survey..	5	C	II	Mostly effective	Legislation, Training & awareness, Risk assessment, Crystalline silica dust surveys, Dust suppression, and Enclosed Cabins for plant/equipment	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 of 1993 and its Regulations Occupational Hygiene Program 200-93129	Apr-22	In-progress & continuous	
Project management and supervision of blasting operations	N	49	Blasting	49.1	Exposure to Hazardous gasses, fumes and dust	Health	1. Not wearing proper respiratory equipment, 2. Poor ventilation, 3. None adherence to re-entry times, 4. Blasting notification not communicated	Employees Visitors	Occupational Hygienist Responsible Functional Managers (accountable) & Employees (responsible)	Once off (infrequent & adhoc basis)	1. Fatality, 2. Severe injuries,	1. Legislation, 2. Standards & Procedures, 3. Supervision, 4. Engineering controls, 5. PPE, 6. Medical screening.	5	B	II	Mostly effective	1. Signage around blasting parameters, 2. Supervision, 3. Locking the gate of blasting site/area. 4. Awareness	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & Employees	OHS Act 85 of 1993 - Explosives Regulation 13 of the OHS Act Occupational Hygiene Program 200-93129	Apr-22	In-progress & continuous	
Maintenance of Air conditioning Units	N	50	Poorly maintained ventilation systems and stagnant water	50.1	Hazardous Biological Adents: Legionella	Health	1. Failure to implement or adhere to procedure, 2. Failure to install suitable curcuit breakers, 3. Incompetent operators, 4. Lack of training	Employees	Occupational Hygienist Responsible Functional Managers (accountable) & Employees (responsible)	Daily 3 hrs	Irreversible health effects with permanent consequences	1. Training & awareness, 2. Occupational Health & Hygiene Inspection/survey..	4	B	III	Mostly effective	Legislation Training & awareness Risk assessment, Air conditioning system & Extraction ventilation system maintenance, and Occupational hygiene inspections	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	Env Reg 2.4 & 5 CR 26	Apr-22	In-progress & continuous	
Driving/Operation of Plant/Equipment and Manual Handling	R	51	Poor ergonomically designed work station	51.1	Musculoskeletal Disorders (MSDs)	Health	1. Failure to implement or adhere to procedure, 2. Failure to install suitable curcuit breakers, 3. Incompetent operators, 4. Lack of training	Employees Employees with disabilities	Occupational Hygienist Occ Health Practitioner Responsible Functional Managers (accountable) & Employees (responsible)	Daily 3 hrs	Occupational disease with reversible effects	1. Training & awareness, 2. Occupational Health & Hygiene Inspection/survey..	3	C	II	Mostly effective	Legislation, Training and Awareness, Risk assessment, Ergonomic assessment and Occupational hygiene inspection.	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 OF 1993 GSR 2 CR 6 & 7 Ergonomic Regulation 2019	Apr-22	In-progress & continuous	
Outdoor Manual Construction Activities: Temperature Extremes	N	52	Performing work outdoors under extreme environmental conditions	52.1	Heat Stress; Cold Stress	Health	1. Failure to implement or adhere to procedure, 2. Failure to install suitable curcuit breakers, 3. Incompetent operators, 4. Lack of training	Employees Visitors	Occupational Hygienist Occ Health Practitioner Responsible Functional Managers (accountable) & Employees (responsible)	Daily 3 hrs	Occupational disease with reversible effects	1. Training & awareness, 2. Occupational Health & Hygiene Inspection/survey..	3	C	II	Mostly effective	Legislation, Training & Awareness, Risk assessment, Occupational hygiene inspection and surveys (Thermal stress assessment)	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 1993, Env Reg 2 Gen Safety Reg.	Apr-22	In-progress & continuous	
				52.2	Ultra Violet Radiation Exposure	Health	1. Failure to implement or adhere to procedure, 2. Failure to install suitable curcuit breakers, 3. Incompetent operators, 4. Lack of training	Employees Expectant employees Breast feeding mothers	Occupational Hygienist Radiation Officer Responsible Functional Managers (accountable) & Employees (responsible)	Daily 3hrs	Occupational disease with reversible effects	1. Training & awareness, 2. Occupational Health & Hygiene Inspection/survey..	3	C	II	Mostly effective	Legislation, Training & Awareness, Risk assessment, Occupational hygiene inspection and surveys	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 1993, Env Reg 2 Gen Safety Reg.	Apr-22	In-progress & continuous	
Project management and supervision of cement works: mixing and cement breakage activities	N	53	Skin and eyes irritation	53.1	Skin Dermatitis and Temporary Blindness	Health	1. Failure to implement or adhere to procedure, 2. Failure to install suitable curcuit breakers, 3. Incompetent operators, 4. Lack of training	Employees	Occupational Hygienist Responsible Functional Managers (accountable) & Employees (responsible)	Daily 3 hrs	Occupational disease with reversible effects	1. Training & awareness, 2. Occupational Health & Hygiene Inspection/survey..	3	B	III	Mostly effective	Training & awareness Monthly inspection, and Legislation.	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	CR 14, OHS Act 85 of 1993 Hazardous Biological Agent Reg Env Reg 6	Apr-22	In-progress & continuous	
Driving, Grinding, Jack Hammering and Hand Drilling	R	54	Segmental and Whole Body Vibration	54.1	Vibration White Finger (VWF), Hand Arm Vibration Syndrome (HAVS) and Whole Body Vibration	Health	1. Failure to implement or adhere to procedure, 2. Failure to install suitable curcuit breakers, 3. Incompetent operators, 4. Lack of training	Employees	Occupational Hygienist Responsible Functional Managers (accountable) & Employees (responsible)	Daily 3hrs	Occupational disease with reversible effects	1. Training & awareness, 2. Occupational Health & Hygiene Inspection/survey..	3	C	II	Mostly effective	Training and awareness Risk assessment Occupational hygiene inspection Maintenance of equipment	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 of 1993 and its Regulations Occupational Hygiene Program 200-93129	Apr-22	In-progress & continuous	
Project management and supervision of X-ray activities	R	55	Exposure to radiation during testing of material and surface by radioactive material	55.1	Over-exposure to radiation that might lead to development of cancers of the body parts	Health	1. Failure to implement or adhere to procedure, 2. Failure to install suitable curcuit breakers, 3. Incompetent operators, 4. Lack of training	Employees Expectant employees Breast feeding mothers Visitors	Radiation Officer Responsible Functional Managers (accountable) & Employees (responsible)	Day 3hrs	Occupational Disease with reversible effects	1. Training & awareness, 2. Occupational Health & Hygiene Inspection/survey..	4	B	III	Mostly effective	Safe work procedures Training & awareness, Legislation and standards, Barricading Supervision.	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 of 1993 and Regs Code of practice for Industrial Radiology ICRP91 1 200-20131 Industrial Radiography Procedure Rev	Apr-22	In-progress & continuous	
Quality assurance testing using Radioactive isotopes	N	56	Ionising radiaton sources used to check integrity and strength of welded steel.	56.1	Mutation Cancer Death Damage to internal Organs Infertility Leukaemia and Burns	Health	1. Failure to implement or adhere to procedure, 2. Failure to install suitable curcuit breakers, 3. Incompetent operators, 4. Lack of training	Employees Expectant employees Breast feeding mothers Visitors	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 3hrs	Fatality Irreversible Health effects	1. Training & awareness, 2. Occupational Health & Hygiene Inspection/survey..	5	C	II	Mostly effective	Safe work procedures Training & awareness, Legislation and standards, Barricading Supervision.	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 of 1993 and Regs Code of practice for Industrial Radiology ICRP91 1 200-20131 Industrial Radiography Procedure	Apr-22	In-progress & continuous	

Project management and supervision of steel and structure painting and maintenance.	R	57	Volatile Organic Compounds liberated from the paint during the painting activities	57.1	Acute of Chronic Respiratory disease Irritation of the skin and eyes Dizziness/Fainting	Health	1. Failure to implement or adhere to procedure. 2. Failure to install suitable curcuit breakers, 3. Incompetent operators, 4. Lack of training	Employees	Responsible Functional Managers (accountable) & Employees (responsible)	Daily 3 hrs	Occupational disease with reversible effects	1. Training & awareness. 2. Occupational Health & Hygiene Inspection/survey..	3	B	II	Mostly effective	Legislation, Training & awareness, Risk assessment, Extraction ventilation, Occupational hygiene inspections and assessments.	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 of 1993, Hazardous Cham substances	Apr-22	In-progress & continous	
Emergency Treatment of injured employees, First aid treatment and day to day Medical Treatment	N	58	Injured employees who are carriers of diseases and contact with body fluids	58.1	Hazardous Biological Agents: Hepatitis A, B and C	Health	1. Failure to implement or adhere to procedure. 2. Failure to install suitable curcuit breakers, 3. Incompetent operators, 4. Lack of training	Employees	Occupational Health Practitioner Responsible Functional Managers (accountable) & Employees (responsible)	Daily 2 hrs	Irreversible health effects with permanent consequences	1. Training & awareness, 2. Occupational Health & Hygiene Inspection/survey..	4	C	II	Mostly effective	Training and awareness, Risk assessment, Extraction ventilation, Air conditioning system, Temperature monitoring, Disinfection & Hand sanitisers	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 of 1993 and its Regulations Occupational Hygiene Program 200-93129 Hazardous Biological Agents Reg	Apr-22	In-progress & continous	R 38 885
		59	Injured employees that are infected with blood borne microorganisms	59.1	Human Immuno Virus (HIV) & Acquired Immuno Deficiency Syndrome (AIDS)	Health	1. Failure to implement or adhere to procedure. 2. Failure to install suitable curcuit breakers, 3. Incompetent operators, 4. Lack of training	Employees Visitors	Occupational Health Practitioner Responsible Functional Managers (accountable) & Employees (responsible)	Daily 2 hrs	Irreversible health effects with permanent consequences	1. Training & awareness, 2. Occupational Health & Hygiene Inspection.	4	C	II	Mostly effective	Training and awareness, Risk assessment, Extraction ventilation, Air conditioning system, Temperature monitoring, Disinfection & Hand sanitisers	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 of 1993 and its Regulations Occupational Hygiene Program 200-93129 Hazardous Biological Agents Reg	Apr-22	In-progress & continous	
		60	Injured employees that are carriers of air borne microorganisms	60.1	Mycobacterium tuberculosis	Health	1. Failure to implement or adhere to procedure. 2. Failure to install suitable curcuit breakers, 3. Incompetent operators, 4. Lack of training	Employees Visitors	Occupational Health Practitioner Responsible Functional Managers (accountable) & Employees (responsible)	Daily 2 hrs	Irreversible health effects with permanent consequences	1. Training & awareness, 2. Occupational Health & Hygiene Inspection.	4	C	II	Mostly effective	Training and awareness, Risk assessment, Extraction ventilation, Air conditioning system, Temperature monitoring, Disinfection & Hand sanitisers	Audits Reports Inspections Reports Incidents Reports	Departmental Managers & employees	OHS Act 85 of 1993 and its Regulations Occupational Hygiene Program 200-93129 Hazardous Biological Agents Reg	Apr-22	In-progress & continous	
All Site Activities (Site & Office Environment).	N	61	Fly Ash dust	61.1	Hypersensitivity/Irritation - Upper Tract Respiratory Problems (UTRP)	Health	1. Airborne contaminants (fly ash dust from ash dump) 2. Inadequate spritkoler system during windy conditions 3. Not wearing required PPE (FFP2/FFP3 dust masks/Respirator)	Employees Contractor Employees Visitors	Occupational Health Practitioner Responsible Functional Managers (accountable) & Employees (responsible)	Daily 4 hrs	Irreversible Health affects	1. Medical surveillance 2. Training - Effects of exposure 3. PPE - FFP2/FFP3 dust masks or Respirators 4. PPE - Chemical resistance gloves 5. PPE - Safety glasses with side shields or Face shields 6. PPE - Disposable overalls	4	B	III	Mostly effective	1. Air quality analysis - hygiene surveys. 2. Safe Work Procedures, 3. SHEQ Inductions, 4. Awareness	Inspection reports Audit Reports Planned Task Observations, Incident reporting, Dust Monitoring Surveys, Medical Surveillance Procedure 32-285, Defects Reporting.	Departmental Managers & employees	OHS Act s13, OHS Act s8(2)(c) SHEQ 2	Apr-22	In-progress & continous	
		62	Wild Animals (Snakes)	62.1	Viral infections, anaphylactic shock	Health	1. Enclosures 2. Snake bites (working in a wild environment)	Employees Contractor Employees Visitors	Occupational Health Practitioner Responsible Functional Managers (accountable) & Employees (responsible)	Daily 9hrs	Temporary disability	1. Remove animals 2. Emergency medical response 3. Snake catcher/handler service	3	B	III	Mostly effective	1. Awareness/communication 2. Training - snake handling	Incident Reporting	Departmental Managers & employees	OHS Act s13 GSR 13(1) OHS Act s8(2)(d)	Apr-22	In-progress & continous	
Outbreak of the Coronavirus (COVID-19)	N	63	Outbreak of the coronavirus	63.1	Spread of Coronavirus - Human to human droplets transmission (direct on face/skin)	Health	(a) Exposed employees not disclosing (b) Exposed employees coming in contact with other employees without wearing mask or keeping social distance (c) Infected employee(s) present at work (d) Infected employees at work not wearing mask and not keeping social distancing (e) Infected employee(s) who do not show symptoms coming to work	Employees Visitors Expectant mothers Contractor employees, Members of the public	Dr Penny Mkalipe Occ Health Practitioner	Current Outbreak	1. Death of employees and family members (direct impact on Eskom employees or families) 2. Potential Unavailability of Critical Staff/Employee 3. Potential Productivity Loss 4. Increased sick leave (minimum 10 days quarantine)	(a) Develop a exposure screening questionnaire for Covid-19 symptoms (b) Daily Screening through body temperature screening (c) Continuous Information sharing (Around Personal Hygiene) (d) Encourage employees to disclose if showing symptoms through awareness (e) Encourage Employees to do voluntary testing after suspecting any exposure (f) Encourage employees to vaccinate (g) Implementation of the Department of Health Standard Operating procedure (h) Employees to always wear masks and maintain 1.5m social distance (i) Wash hands thoroughly several times a day with soap and water (j) Avoid touching face , eyes, ears, nose, mouth with unwashed hands	6	E	I	Mostly effective	(a) Development of Eskom Standard Operating Procedure. (b) Internal Pandemic Plan (Contingency plans) (c) In the event that a case is suspected, there will be referrals as per Department of Health Standard Operating Procedure (d) Utilisation of the current Eskom staff such as (Security, Occupational Health and Safety) for screening purposes (e) Continuous awareness through information sharing on new developments (f) All Eskom travelling and in contact with Expatriates to contact the medical center prior to travelling (g) ongoing awareness through information sharing (h) Suspect will be kept in isolation room at onsite clinic until referral to nearest hospital. (i) Appropriate cloting shall be worn by all involved in taking care of suspect - paramedics and OHP.	Audits Reports Inspections Reports Incidents Reports	DR Penny Mkalipe	Occupational health and safety measures in workplace (COVID-19 (C19 OHS), Disaster Management Regulation Workplace Protective measures to be taken during the COVID 19 outbreak for GCD workplaces 240-155318598	Ongoing as this is currently an Outbreak	Ongoing as this is currently an Outbreak	R 38 880
		63.2	Unavailability of designated medical facilities (ambulance/clinic) to control contagious diseases			Health	(a) Unavailability of resources (b) Poor Planning	Employees Visitors Expectant mothers Contractor employees, Members of the public	Matimba ADF Project Manager Occ Health Practitioner	Current Outbreak	1. Death of employees (direct impact on Eskom employees or families)	(a) Enough budget for provision of resources (b) Planning to ensure contracts are placed on time for medical services (c) Partnership with public and private entities to ensure uninterrupted service delivery	5	D	I	Mostly effective	(a) Relationship with Sister Power Station (Medupi) to allow for sharing of resources when need arises	Audits Reports Inspections Reports Incidents Reports	Matimba ADF Project Manager	Occupational health and safety measures in workplace (COVID-19 (C19 OHS), Disaster Management Regulation Workplace Protective measures to be taken during the COVID 19 outbreak for GCD workplaces 240-155318599	Ongoing as this is currently an Outbreak	Ongoing as this is currently an Outbreak	R 38 881
All activities on site - Outbreak of the Coronavirus (Covid-19)	R	64	Access Gates/Entrances	64.1	Human droplets transmission through finger at biometric gate system	Health	1. Infected person not wearing a face mask 2. Contacting the affected surface (Contaminated by the virus) 3. Failure to keep social distance 4. Touching face (nose, mouth, eyes) with unwashed hands (Hands possible came in contact with the virus)	Employees, Contractor employees, Visitors, Members of the public	Matimba ADF Project Manager Occ Health Practitioner	Daily 9 hrs	1. Employees contrating virus and being sick (non-permanent effect) (2) Increased sick leave (minimum 10 days quarantine) 4. Potential Unavailability of Critical Staff 5. Wide spread of the virus on site	1. Biometric finger option disabled (Only card is used to control access, doesn't have to touch the machine) 2. Employees and contractors to report immediately to Lephahale Hospital or nearest medical facility if they suspect any symptoms. 3. Screening of employees prior coming to site (temperature scanners at all gates by security personnel) 4. Isolation room identified at the gate 5. N95 masks and surgical masks procured and available to use in case of a suspect 6. Disposable overall procured for Paramedics Team on site for emergency purposes 7. Strict health protocols/measures implemented by all employees 8. Maintain social distance of at 1.5m during clocking 9. Employees encouraged to do self-screening prior coming to site (if unwell stay home and report in manager)	3	D	II	Mostly effective	1. Employees encouraged to vaccinate, 2. No close contact with anyone with any form of respiratory infection 3. Consult a Doctor when not feeling well 4. Wash hands thoroughly several times a day with soap and water 5. Avoid touching face, eyes, ears, nose, mouth with unwashed hands 6. Frequent cleaning (disinfecting) of surfaces 7. Ongoing awareness on personal hygiene including regular washing of hands with soap and water.	Conducting VFLs, Site Inspection	Matimba ADF Project Manager	Occupational health and safety measures in workplace (COVID-19 (C19 OHS), Disaster Management Regulation Workplace Protective measures to be taken during the COVID 19 outbreak for GCD workplaces 240-155318601	Ongoing as this is currently an Outbreak	In Progress	R 38 881
		65	Entrances to Buildings, Permit Offices & Offices	65.1	Human droplets transmission on surfaces (Entrances, Permit office, offices)		1. Infected person not wearing a face mask 2. Contacting the affected surface (Contaminated by the virus) 3. Failure to keep social distance 4. Touching face (nose, mouth, eyes) with unwashed hands (Hands possible came in contact with the virus) 5. Shortage of cleaning resources	Employees, Contractor employees, Visitors, Members of the public	Matimba ADF Project Manager Occ Health Practitioner	Daily 9 hrs	(1) Employee contrating virus and being sick (non-permanent effect) (2) Increased sick leave (3) Loss of productivity	1. All employees should wear face masks at all times 2. Frequent cleaning (disinfecting) of surfaces 3. Dedicated cleaning teams allocated per area 4. Social distancing should be maintained by all employees (at least 1.5m) 5. Allocate enough budget for cleaning resources 6. Sanitiser placed at all entrances (at least 70% based alcohol hand sanitiser) 7. Sanitise hands when entering and exiting 8. Limit unnecessary visit to fellow colleagues work offices	3	D	II	Fully effective	1. Employees encouraged to vaccinate, 2. No close contact with anyone with any form of respiratory infection 3. Consult a Doctor when not feeling well 4. Wash hands thoroughly several times a day with soap and water 5. Avoid touching face, eyes, ears, nose, mouth with unwashed hands 6. Temperature screening (showing fever, >38° - no entry) 7. Ongoing awareness on personal hygiene including regular washing of hands with soap and water.	Conducting VFLs, Site Inspection Cleaning registers	Matimba ADF Project Manager	Occupational health and safety measures in workplace (COVID-19 (C19 OHS), Disaster Management Regulation Workplace Protective measures to be taken during the COVID 19 outbreak for GCD workplaces 240-155318601	Ongoing as this is currently an Outbreak	In Progress	
		66	Commuting to and from work (Pool Vehicles/Private vehicles/Buses/Mini-buses/Taxis)	66.1	Human to human transmission - droplets on surfaces inside vehicles	Health	1. Infected person not wearing a face mask 2. Contacting the affected surface (Contaminated by the virus) 3. Failure to keep social distance 4. Touching face (nose, mouth, eyes) with unwashed hands (Hands possible came in contact with the virus)	Employees, Contractor employees, Visitors,	Matimba ADF Project Manager Occ Health Practitioner	Daily 9 hrs	(1) Employees contrating virus and being sick (2) Increased sick leave (3) Loss of productivity	(1) Driver should clean and sanitise the vehicle before collecting passengers and after disembarking. (2) Sanitiser to be available for use by the passengers (3) All passengers are to wear masks throughout the journey- no mask no entry (4) During transportation a 70% loading capacity must be adhered to (5) Ongoing awareness posted on buses including policy, screening tool and EPH hotline numbers (6) Employees to do self-screening before boarding transport - Employee with symptoms to stay home and report to the line manager	3	D	II	Fully effective	1. Employees encouraged to vaccinate, 2. No close contact with anyone with any form of respiratory infection 3. Consult a Doctor when not feeling well 4. Wash hands thoroughly several times a day with soap and water 5. Avoid touching face, eyes, ears, nose, mouth with unwashed hands 6. Temperature screening (showing fever, >38° - no entry) 7. Ongoing awareness on personal hygiene including regular washing of hands with soap and water.	Conducting VFLs Site Inspection	Matimba ADF Project Manager	Occupational health and safety measures in workplace (COVID-19 (C19 OHS), Disaster Management Regulation Workplace Protective measures to be taken during the COVID 19 outbreak for GCD workplaces 240-155318601	Ongoing as this is currently an Outbreak	In Progress	
		67	Using Ablution Facilities	67.1	Human to Human droplets transmission - contaminated surfaces	Health	1. Infected person not wearing a face mask 2. Contacting the affected surface (Contaminated by the virus) 3. Failure to keep social distance, 4. Touching face (nose, mouth, eyes) with unwashed hands (Hands possible came in contact with the virus) 5. Lack of cleaning staff	Employees, Contractor employees, Visitors,	Matimba ADF Project Manager Occ Health Practitioner	Daily 9 hrs	(1) Employees contrating virus and being sick (2) Increased sick leave (3) Loss of productivity	1. Provide Sanitisers at entrance abluton facilities 2. Wearing of face masks at all times 3. Sanitise hands when entering and exiting the facility (using 70% alcohol based hand sanitiser) 4. Dedicated cleaning team for each facility (frequent cleaning (disinfection) of surfaces) 5. Provide hand wash soap and water at all facilities 6. Wash hands thoroughly several with soap and water 7. Provide paper towel (Avoid use of cloth towels) 8. Urinals to accommodate social distancing (1.5m apart) 9. Provide and refill toilet disinfectant dispensers (disinfect toilet seats before use)	3	D	II	Fully effective	1. Employees encouraged to vaccinate, 2. No close contact with anyone with any form of respiratory infection 3. Consult a Doctor when not feeling well 4. Ongoing awareness on personal hygiene including regular washing of hands with soap and water	Conducting VFLs, Site Inspection Toilet cleaning registers	Matimba ADF Project Manager	Occupational health and safety measures in workplace (COVID-19 (C19 OHS), Disaster Management Regulation Workplace Protective measures to be taken during the COVID 19 outbreak for GCD workplaces 240-155318601	Ongoing as this is currently an Outbreak	In Progress	
		68	Using Canteens	68.1	Human to Human droplets transmission (direct on face and through contaminated surfaces)	Health	1. Infected person not wearing a face mask 2. Contacting the affected surface (Contaminated by the virus) 3. Failure to keep social distance 4. Touching face (nose, mouth, eyes) with unwashed hands (Hands possible came in contact with the virus) 5. Sharing of food and utensils	Employees, Contractor employees, Visitors,	Matimba ADF Project Manager Occ Health Practitioner	Daily 9 hrs	(1) Employees contrating virus and being sick (2) Increased sick leave (3) Loss of productivity	1. Hand wash facilities available for use (with soap and water) 2. Wearing of face masks at all times 3. Sitting arrangements to accommodate social distancing (1.5 m apart) 4. Frequent cleaning (disinfection) of surfaces 5. Wash hands thoroughly several times a day with soap and water 6. Avoid touching face, eyes, ears, nose, mouth with unwashed hands 7. No sharing of food and utensils is allowed (Only use one's own eating utensils and wash them oneself)	3	D	II	Fully effective	1. Employees encouraged to vaccinate, 2. No close contact with anyone with any form of respiratory infection 3. Consult a Doctor when not feeling well 4. Ongoing awareness on personal hygiene including regular washing of hands with soap and water 5. Security to monitor each eating facility to enforce strict complianct to COVID 19 measures 6. Frequent cleaning of the facilities (including chairs & tables)	Conducting VFLs, Site Inspection	Matimba ADF Project Manager	Occupational health and safety measures in workplace (COVID-19 (C19 OHS), Disaster Management Regulation Workplace Protective measures to be taken during the COVID 19 outbreak for GCD workplaces 240-155318601	Ongoing as this is currently an Outbreak	In Progress	
		69	Using Kitchen equipment/facilities/Utensils	69.1	Human to human transmission - droplets on shared equipment/facilities/utensils in the kitchen	Health	1. Infected person not wearing a face mask 2. Contacting the affected surface (Contaminated by the virus) 3. Failure to keep social distance 4. Touching face (nose, mouth, eyes) with unwashed hands (Hands possible came in contact with the virus) 5. Sharing of utensils	Employees, Contractor employees, Visitors, Members of the public	Matimba ADF Project Manager Occ Health Practitioner	Daily 9 hrs	(1) Employees contrating virus and being sick (2) Increased sick leave (3) Loss of productivity	1. Shared kitchen equipment/facilities should be regularly cleaned 2. No sharing of food and utensils (plates, cups, spoon) is allowed - Only use one's own eating utensils and wash them oneself) 3. Provide hand wash soap and water at kitchen sink 4. Wash hands thoroughly before and after use (with soap and water) 5. Wearing of face masks at all times 6. Sitting arrangements to accommodate social distancing (1.5 m apart) 7. Avoid touching face, eyes, ears, nose, mouth with unwashed hands.	3	D	II	Fully effective	1. Employees encouraged to vaccinate, 2. No close contact with anyone with any form of respiratory infection 3. Consult a Doctor when not feeling well 4. Ongoing awareness on personal hygiene including regular washing of hands with soap and water 5. Security to monitor each eating facility to enforce strict complianct to COVID 19 measures 6. Frequent cleaning of the facilities (including chairs & tables)	Conducting VFLs, Site Inspection	Matimba ADF Project Manager	Occupational health and safety measures in workplace (COVID-19 (C19 OHS), Disaster Management Regulation Workplace Protective measures to be taken during the COVID 19 outbreak for GCD workplaces 240-155318601	Ongoing as this is currently an Outbreak	In Progress	

