safe working practice
OCCUPATIONAL HEALTH AND SAFETY GROUP

Project Health and Safety Specification

In terms of Construction Regulations 2014

Project Client

AIRPORTS COMPANY SOUTH AFRICA

Description of Project Works

CHIEF DAWID STUURMAN INTERNATIONAL AIRPORT TERMINAL CAPACITY OPTIMIZATIONS

Project Location

CHIEF DAWID STUURMAN INTERNATIONAL AIRPORT, ALISTER MILLER DRIVE, WALMER, PORT ELIZABETH

Preparation Date

6 August 2025

Project Health and Safety Specification developed by:

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PROJECT HEALTH AND SAFETY SPECIFICATION

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SECTION 1: SPECIFIC PROJECT INFORMATION

1.1 INTRODUCTION AND DEFINITIONS

THE REQUIREMENTS OF THE CONSTRUCTION REGULATIONS 2014 (AND GUIDANCE NOTES OF 2017) HAVE BEEN IN EFFECT SINCE 7TH AUGUST 2014. THE REGULATIONS PLACE LEGAL DUTIES UPON PRINCIPAL CONTRACTORS AND CONTRACTORS. ALTHOUGH THIS HEALTH AND SAFETY SPECIFICATION INCLUDES MUCH OF THE CONTENT OF THE REGULATIONS, THE CONTRACTOR WILL BE DEEMED TO BE FAMILIAR WITH THE REQUIREMENTS OF THESE REGULATIONS, AND OTHER ASSOCIATED HEALTH AND SAFETY REGULATIONS, AND TO HAVE FACTORED IN ALL THE DUTIES PLACED UPON CONTRACTORS AND PRINCIPAL CONTRACTORS IN THE TENDER. A COPY OF THE REGULATIONS CAN BE VIEWED ON THE DEPARTMENT OF LABOUR'S WEBSITE.

PLEASE NOTE THAT THE TERMS "CONTRACTOR" AND "PRINCIPAL CONTRACTOR" HAVE THE SAME MEANING AS THAT IN THE CONSTRUCTION REGULATIONS AND ARE USED INTERCHANGEABLY IN THIS DOCUMENT, I.E., REFERENCES TO "CONTRACTOR" REFER TO PRINCIPAL CONTRACTOR AND/OR CONTRACTOR AS THE REGULATIONS PERTAIN TO THEIR FUNCTIONS.

This Health and Safety Specification contains clauses that are generally applicable to construction activities, as well as imposing pro-active controls associated with activities that impact on Health and Safety as it relates to work on site. Compliance to the requirements of the Occupational Health and Safety Act 1993 is an additional requirement of this Health and Safety Specification and is part of the Contractor's responsibility. The Client, and/or their agents, will monitor that all Contractors comply with the requirements of such legislation.

ALL REFERENCES TO CLIENT IN THIS HEALTH AND SAFETY SPECIFICATION ALSO REFER TO SAFETY AGENT, WHERE SO APPOINTED.

Definitions (as per the Construction Regulations 2014) applicable to this Health and Safety Specification:

"agent" means a competent person who acts as a representative for a Client;

"angle of repose" means the steepest angle of a surface at which a mass of loose or fragmented material will remain stationary in a pile on the surface, rather than sliding or crumbling away;

"bulk mixing plant" means machinery, appliances or other similar devices that are assembled in such a manner so as to be able to mix materials in bulk for the purposes of using the mixed product for construction work;

"client" means any person for whom construction work is being performed;

"competent person" means a person who has, in respect of the work or task to be performed, the required knowledge, training and experience and, where applicable, qualifications, specific to that work or task: Provided that where appropriate qualifications and training are registered in terms of the provisions of the National Qualification Framework Act, 2000 (Act No.67 of 2000), those qualifications and that training must be regarded as the required qualifications and training; and is familiar with the Act and with the applicable regulations made under the Act;

"construction manager" means a competent person responsible for the management of the physical construction processes and the coordination, administration, and management of resources on a construction site;

"construction site" means a workplace where construction work is being performed;

"construction supervisor" means a competent person responsible for supervising construction activities on a construction site;

"construction vehicle" means a vehicle used as a means of conveyance for transporting persons or material, or persons and material, on and off the construction site for the purposes of performing construction work;
"construction work" means any work in connection with -

- the construction, erection, alteration, renovation, repair, demolition or dismantling of or addition to a building or any similar structure; or
- the construction, erection, maintenance, demolition or dismantling of any bridge, dam, canal, road, railway, runway, sewer or water reticulation system; or the moving of earth, clearing of land, the making of excavation, piling, or any similar civil engineering structure or type of work;

"construction work permit" means a document issued in terms of regulation 3;

"contractor" means an employer who performs construction work;

Note:
a) Includes organisations and or self-employed person that contracts with a client, principal contractor, or a contractor to carry out construction work.

"demolition work" means a method to dismantle, wreck, break, pull down or knock down of a structure or part thereof by way of manual labour, machinery, or the use of explosives;

"design" in relation to any structure, includes drawings, calculations, design details and specifications;

"designer" means a competent person who-

- prepares a design;
- checks and approves a design;
- arranges for a person at work under his or her control to prepare a design, including an employee of that person where he or she is the employer; or
- designs temporary work, including its components;
- an architect or engineer contributing to, or having overall responsibility for a design;
- a building services engineer designing details for fixed plant;
- a surveyor specifying articles or drawing up specifications;
- a contractor carrying out design work as part of a design and building project; or
- an interior designer, shopfitter, or landscape architect;

"ergonomics" means the scientific discipline concerned with the fundamental understanding of interactions among humans and other elements of a system, and the profession that applies theory, principles, data, and methods to design in order to optimise human well-being and overall system performance;

"excavation work" means the making of any man-made cavity, trench, pit or depression formed by cutting, digging or scooping;

"explosive actuated fastening device" means a tool that is activated by an explosive charge and that is used for driving bolts, nails, and similar objects for the purpose of providing fixing;
"fall arrest equipment" means equipment used to arrest a person in a fall, including personal equipment, a body harness, lanyards, deceleration devices, lifelines, or similar equipment;

"falsework" means a combined system of formwork and support work;

"formwork" means temporary or permanent shutters used to form wet concrete into elements of a structure, and includes both horizontally and vertically placed shutters;

"fall prevention equipment" means equipment used to prevent persons from falling from a fall risk position, including personal equipment, a body harness, lanyards, lifelines or physical equipment such as guard-rails, screens, barricades, anchorages or similar equipment;

"fall protection plan" means a documented plan, which includes and provides for -

- all risks relating to working from a fall risk position, considering the nature of work undertaken;
- the procedures and methods to be applied in order to eliminate the risk of falling; and
- a rescue plan and procedures;

"fall risk" means any potential exposure to falling either from, off or into;
"health and safety file" means a file, or other record containing the information in writing required by these Regulations;

"health and safety plan" means a site, activity or project specific documented plan in accordance with the Client's health and safety specification;

"health and safety specification" means a site, activity or project specific document prepared by the Client pertaining to all health and safety requirements related to construction work;
"material hoist" means a hoist used to lower or raise material and equipment, excluding passengers;

"medical certificate of fitness" means a certificate contemplated in regulation 7(8);

"mobile plant" means any machinery, appliance or other similar device that is able to move independently, and is used for the purpose of performing construction work on a construction site;

"National Building Regulations" means the National Building Regulations made under the National Building Regulations and Building Standards Act, 1977 (Act No. 103 of 1977), and promulgated by Government Notice No. R. 2378 of 30 July 1990, as amended by Government Notices No's R. 432 of 8 March 1991, R. 919 of 30 July 1999 and R. 547 of 30 May 2008;

"person day" means one normal working shift of carrying out construction work by a person on a construction site;

"principal contractor" means an employer appointed by the Client to perform construction work;

"Professional Engineer or Professional Certificated Engineer" means a person holding registration as either a Professional Engineer or Professional Certificated Engineer in terms of the Engineering Profession Act, 2000 (Act No. 46 of 2000);

"Professional Technologist" means a person holding registration as a Professional Engineering Technologist in terms of the Engineering Profession Act, 2000;

"provincial director" means the provincial director as defined in regulation 1 of the General Administrative Regulations, 2003;

"scaffold" means a temporary elevated platform and supporting structure used for providing access to and supporting workmen or materials or both;

"shoring" means a system used to support the sides of an excavation and which is intended to prevent the cave-in or the collapse of the sides of an excavation;

"structure" means:

- any building, steel, or reinforced concrete structure (not being a building), railway line or siding, bridge, waterworks, reservoir, pipe or pipeline, cable, sewer, sewage works, fixed vessels, road, drainage works, earthworks, dam, wall, mast, tower, tower crane, bulk mixing plant, pylon, surface and underground tanks, earth retaining structure, or any structure designed to preserve or alter any natural feature, and any other similar structure;
- any falsework, scaffold or other structure designed or used to provide support or means of access during construction work; or
- any fixed plant in respect of construction work which includes installation, commissioning, decommissioning, or dismantling and where any construction work involves a risk of a person falling;

"support work" means the temporary structure erected to support the formwork before the casting of a concrete element of a structure.

"suspended platform" means a working platform suspended from supports by means of one or more separate ropes from each support;

"temporary works" means any falsework, formwork, support work, scaffold, shoring or other temporary structure designed to provide support or means of access during construction work;

"the Act" means the Occupational Health and Safety Act, 1993 (Act No. 85 of 1993);

"tunnelling" means the construction of any tunnel beneath the natural surface of the earth for a purpose other than the searching for or winning of a mineral.

Reference should be made to the following documentation in conjunction with this Safety Specification (including existing surveys, drawings, and reports):

Tender documents
Design Drawings
ACSA Document to be referenced :

Techinical Guidence Material for Safety Management Systems
Techinical Guidence Material for Safety Case
Techinical Guidence Material for Management Change
Techinical Guidence Material for Aviation Safety
Techinical Guidence Material for Measuring Safety Performance
Techinical Guidence Material for Accountable manager Guidence
Procedures for Safety Performance Management
Procedure for Accetable Management of Safety Procedures
Enforcement manuale on Safety Management Systems

IMPORTANT NOTE:
This Health and Safety Specification has been prepared to comply with the requirements of the Construction Regulations 2014.

1.2 BACKGROUND TO THE HEALTH AND SAFETY SPECIFICATION

Historically, the Construction Industry has had a poor health and safety record. Due to the complex and potentially dangerous operations being undertaken, there is a high risk of incidents, accidents, and injuries. In many instances poor adherence to the Act and Regulations has resulted in severe consequences for Health and Safety performance. The Client is determined that the highest Health and Safety standards will prevail throughout the Contract and that there will be full commitment from all parties involved.

To achieve this goal the Client has arranged for the preparation of this Health and Safety Specification. The Health and Safety Specification sets out guidelines and minimum levels of awareness and guidance for Health and Safety requirements for the project. Contractual responsibility for adhering to these requirements rests with the Contractors. All employees are encouraged to be pro-active in compliance.

The Client is committed to ensuring the highest Health and Safety standards for all work undertaken within the Contract.

Contractors as employers are fully responsible and accountable for compliance with all Health and Safety requirements.

IMPORTANT NOTE:

Compliance with the Occupational Health and Safety Act and Regulations shall not be limited to this Health and Safety Specification and definitions contained in this document.

Contractors shall be conversant with the requirements and effects of Health and Safety legislation upon their activities, in particular the Construction Regulations, 2014, and the Occupational Health and Safety Act, 1993, and to have made adequate resource in their tender submission to comply with all legislative requirements.

Failure to comply with the requirements of this Safety Specification will result in severe sanction and the severity of the sanction will depend on the severity of the noncompliance.

The Contractor's personnel will be responsible for the auditing of the implementation of the Health and Safety Specification and maintaining the document control and record systems associated with the Health and Safety Specification. The Client will arrange for Health and Safety audits to be conducted on site on their behalf to monitor health and safety compliance by contractors.

1.3 PURPOSE OF THE HEALTH AND SAFETY SPECIFICATION

The purpose of this site-specific Health and Safety Specification is to comply with legal requirements and to provide health and safety information about specific project risks known by the Client, Designer and Safety Agent to be applicable to this project. This document also provides minimum health and safety requirements, standards, and expectations that the contractor must adhere to.

The Contractor must take into account all information in this specification and ensure that their tenders include adequate resource and competence to deal with the matters detailed herein so that all relevant contents are dealt with in a way which is in compliance with legislation and the ethical concerns for the safeguarding of employees, contractors and other persons affected by the construction activities. Please note that a detailed OHS bill of quantities must be provided by the contractor on all Construction Work Permit projects. The Bill of Quantities will form part of the Construction Work Permit application presented to Department of Labour for approval.

The Health and Safety Specification will be implemented during construction of the works and any construction activity that the Client has control over.

This will also assist in ensuring that all the costs related to the compliance with Occupational Health Act 85 of 1993 and the Construction Regulations 2014, as well as this Health and Safety Specification, are taken into consideration at Tender stage.

No advice, approval of any document required by the Health and Safety Specification such as hazard identification and risk assessment action plans or any other form shall be construed as an acceptance by the Client of any obligation that absolves the Contractor from achieving the required level of performance and compliance with legal requirements.

Further, there is no acceptance of liability by the Client which may result from the Contractor failing to comply with the Health and Safety Specification unless the Client has issued an instruction to any requirement, i.e., the Contractor remains responsible for achieving the required performance levels.

1.4 IMPLEMENTATION OF THE HEALTH AND SAFETY SPECIFICATION

This Health and Safety Specification forms an integral part of the Contract, and Contractors shall make it an integral part of their Contracts with other Contractors and Suppliers. Contractors employed by the Client are to ensure that the provisions of the Health and Safety Specification are applied both on the site and in respect of all off site activities relating to the project, in particular in transport activities and project dedicated off site fabrication works.

The Contractor shall enforce the provisions of the Health and Safety Specification amongst all Contractors and suppliers for the project.

The Contractor shall sign the acknowledgment on the last page of this safety specification that he/she has familiarised him/herself with the content of the Health and Safety Specification and shall comply with all obligations in respect thereof.

The successful Contractor will be required to compile a Health and Safety Plan based on the requirements of the Occupational Health Act 85 of 1993 and these Specifications, which will need to be approved by Client (or their appointed safety agent) prior to commencement with construction work.

1.4.1 Client Duties

In terms of the Construction Regulations 2014 the Client (or their Agent, where appointed) has legal duties. Where an Agent (refer to "definitions" section of this document) is appointed in terms of this project, these Health and Safety duties assigned will also apply.

All references to "Client" will apply to their appointed "Safety Agent", where so appointed, in this Health and Safety Specification.

The Client must:

- Prepare a baseline risk assessment for the construction work
- Prepare a suitable, sufficiently documented, and coherent site-specific Health and Safety specification for the intended construction work, based on the baseline risk assessment
- Include the health and safety specification in the tender documents
- Ensure that potential principal contractors submitting tenders have made adequate provision for the cost of health and safety measures
- Ensure that the principal contractor to be appointed has the necessary competencies and resources to carry out the construction work safely
- Take reasonable steps to ensure co-operation between all contractors appointed by the Client to enable each of those contractors to comply with the regulations
- Ensure, before work commences, that every principal contractor is registered and in good standing with the compensation fund, or with a licensed compensation insurer as contemplated in the Compensation for Occupational injuries and Diseases Act, 1993 (Act no 130 of 1993)
- Appoint each principal contractor in writing for the project, or part thereof
- Discuss and negotiate with the principal contractor the contents of the principal contractor's safety plan and thereafter finally approve that plan for implementation
- Ensure that a copy of the principal contractor's health and safety plan is implemented and maintained
- Ensure that periodic health and safety audits and document verification are conducted at intervals mutually agreed upon between the principal contractor and any contractor, but at least once every 30 days
- Ensure that a copy of the health and safety audit report is provided to the principal contractor within 7 days after the audit
- Stop any contractor from executing a construction activity which poses a threat to the health and safety of persons which is not in accordance with the principal contractor's health and safety plan for site
- Where changes are brought about to the design or construction work, make sufficient health and safety information and appropriate resources available to the principal contractor to execute the work safely
- Ensure that the health and safety file is kept and maintained by the principal contractor.
- Where the Client requires additional work to be performed as a result of a design change or error in construction due to the actions of the Client, the Client must ensure that sufficient safety information and appropriate additional resources are available to execute the required work safely.

- Where more than one principal contractor is appointed, the Client must take reasonable steps to ensure co-operation between all principal contractors and contractors to ensure compliance with the Regulations
- Where the Client has appointed a Safety Agent for the project, their details for this project are contained in the Project Directory section of this health and safety specification.

1.4.2 Designer Duties

It must be noted that the Designer also has Health and Safety duties assigned in terms of the Construction Regulations. Where the contractor fulfils a design function in terms of this project (refer to "definitions" section of this document), these duties will also apply. Please refer to Regulation 6 of the Construction Regulations 2014.

Please note that the designer of temporary works must ensure that:

- all temporary works are adequately designed so that it will be capable of supporting all anticipated vertical and lateral loads that may be applied;
- the designs of temporary works are done with close reference to the structural design drawings issued by the contractor, and in the event of any uncertainty consult the contractor;
- all drawings and calculations pertaining to the design of temporary works are kept at the office of the temporary works designer and are made available on request by an inspector; and
- the loads caused by the temporary works and any imposed loads are clearly indicated in the design.

1.5 PROJECT DIRECTORY		
Project Client **Contact Person**	**Airports Company South Africa** Chief Dawid Stuurman International Airport Capital Infrastructure & Asset Management **Camagu Futshane**	**Cell:** 067 599 1617 **Email:** Camagu.Futshane@airports.co.za
Project Manager **Contact Person**	**Rousseau Probert Elliott Consultants** Construction Cost Management 163 Main Road, Walmer, Gqeberha, 6001 **Gareth Fletcher**	**Company Tel:** 041 581 4271 **Email:** garethf@rpeqs.co.za
Consulting Engineer **Contact Person** **Electrical Engineer** **Mechanical Engineer**	**CA du Toit Eastern Cape (Pty) Ltd** 22 Shirley St, Newton Park, Gqeberha, 6001 **Petrus Strydom** **Andries Strauss**	**Company Tel:** 041 585 7559 **Email:** petrus@cadutoitec.co.za andries@cadutoitec.co.za
Architect	**SVA International** 1st Floor, St Georges Corner,	**Company Tel:** 041 581 6362

Contact Person	116 Park Dr, Port Elizabeth Central, Gqeberha, 6001 **Mrs Ilse Danev**	**Email:** ilse@svarchitects.com
Construction Safety Agent **Contact Person**	Safe Working Practice 11 Tazra Park, Stuart Cl, Somerset West Business Park Somerset West 7130 **Jay Bhana**	**Company Tel:** 0860 111 540 **Email:** buffalo@safepractice.co.za
Construction Safety Representative **Contact Person**	Safe Working Practice 7 Holmes Place Springfield Gqeberha Stiaan Burger	**Cell:** 082 968 3370 **Email:** stiaan@safepractice.co.za

OTHER PARTIES DIRECTORY	
Telecommunications Contractor to refer all queries on location and nature of existing services to the Project Manager / Client, etc. **OR** Contractor to apply for and refer to wayleave information from service providers for the nature and location of services. Refer all queries Project Manager. **Company:** Telkom PE **Contact Name:**	**Company Tel:** 041 367 2607
Water **Company:** Nelson Mandela Bay Municipality	**Tel:** 041 506 1911 **Fax:** 041 506 3431 **Email:** customercare@mandelametro.gov.za
Electricity **Company:** Nelson Mandela Bay Municipality	**Tel:** 041 506 5595 **Fax:** 041 506 3431 **Email:** customercare@mandelametro.gov.za
Department of Labour: Notification of Construction Annexure 2 VSN Centre, 116 - 134 Govan Mbeki Avenue, Port Elizabeth, 6000 **Contact Name:** Kwandiwe Mbande	**Contact Number:** 041 506 5000 **Email:** kwandiwe.mbande@labour.gov.za

1.6 PROJECT DETAILS

Description of Works
This description of the works is not necessarily complete and shall not limit the work to be carried out by the Contractor under this Contract.

The following general areas have been identified for potential intervention:

1. Passenger queuing area outside existing Security Check-In -**Area A**
2. Increasing Check-In counter space and stations- **Area B**
3. Departure lounge optimization- **Area C**
4. Passenger circulation around Departure Gate 2- **Area D**
5. First floor departure lounge optimization-**Area E**

Ground Floor Level
Area A
Demolish existing ablutions on ground floor adjacent to Security Check-in area (opposite Primi Piati restaurant) in order to increase space availability for passenger queuing during high-peak. This would also require relocation of exiting?. Small portion of duct would be retained in order to serve first floor ablutions. Existing Low Voltage Distribution board service room to remain.
Install new queueing 'snake' layout which would be configurable based on low vs high peak passenger numbers.
Introduction of new feature ceiling bulkhead, lighting and acoustic wall panelling to this area would further enhance the overall spatial aesthetic and provide visual clarity to passengers.

Area B
Demolish portion of wall adjacent to staircase to increase circulation area and alleviate passenger congestion leading to Gate 02.
Furthermore, existing office space adjacent to Gate 01 would be demolished and provide alternative queuing layout when required.

Area C
Demolish existing passenger service offices/counters in public area and relocate portion thereof adjacent to new Area (Item D1). This would increase space available for queueing around check-in counters.
Install three (3) new self-check in counters and re-configure existing seating next to ablutions entrance in this area allowing for additional passenger waiting area.

Area D
Demolish portion of existing offices and provide 2x additional traditional manned check-in counters.
Relocate existing airline server unit to adjacent airline office space. Install new screen wall in front of Ablutions entrance to serve for hygiene purposes for queues leading to 2x new check-in counters.

Area D1
Reconfigure existing space to accommodate 2x new airline ticket sales offices/passenger service and re-locate existing retail outlet to opposite end adjacent to entrance.

First Floor Level
Item E
Provide additional 2x security X-Ray check in points in order to offer passengers the option to check in via First Floor. This would also serve as controlled access point for all deliveries access as well as VIP access when required.
Introduction of a coffee station for grab-and-go services to passengers as well as reconfiguration of existing seating towards a lounge arrangement. This would assist in optimising the passenger holding lounge on this level thereby alleviating congestion on ground floor. New lighting and wall painting scheme to create a premium overall aesthetic.

Additional requirements to consider during construction:

- Client has identified two proposed areas for contractors site camp area
- Hording to be used must be 2m in height, inside hording must consist of shutter board, outside hording must consist of interlocking temporary fencing covered with shade netting
- Contractors must supply their own security for site camp area
- Contractors must apply for ACSA work permits 30 days in advance
- All contractors must complete two inductions – ACSA induction and a contractors site specific induction
- A Goods lift is available to convey material/equipment to the roof, if the material/equipment is too big the contractor must consider using a crane.
- When conducting work on the first floor the contractor must ensure that access to airside is not accessible for construction workers
- Contractors must make use of company branded PPE, any contractors tasks that will exceed 3months must purchase ACSA approved PPE from ACSA.
- Anchor points are available on the roof for working at heights
- Contractor working on the roof must provide a fall protection and rescue plan
- Traffic management plan must be provided, especially for deliveries and next to designated walkways
- Any night work must be discussed with the client's management team before commencement of task – current ACSA operational hours are 4h30 – 21h30

Anticipated Construction Duration

6 Months

Provisional Start Date

January 2026

Provisional Completion Date

July 2026

1.7 EXISTING ENVIRONMENT

Hazards particular to this project by virtue of location:
A "Live" Airport Environment to be working in.
Security and safety of members of the Public and Contractors
Safe separation between members of the Public and Contractors
Airport Security
Noise / Dust to be of major concern

Overhead, Above Ground and Underground Services crossing the site:

Overhead: None

Underground: Yes

Ground level: Yes

Service Drawings available: Yes

Wayleaves required: Yes

Permits required: Yes

Isolations required: Yes

Existing structures on site and surrounding land use (with a significant impact on Health & Safety):

Airport Building- adjacent airside departure lounges and runways.

Please refer to SACAA-Enforcement Manual on Safety Management Systems:
Entry to site Permit Application and ID Cards
Induction for ACSA to be completed before entry to construction site.
Hoarding Plan (ACSA Standards) 2 meter High and covered in ACSA Approved Hoarding
Enforcement Power:

a) Gross negligence.
b) Deliberate / reckless action.
c) Wilful violation; and
d) Repetitive non-compliance or destructive acts that threaten safety.

Existing Traffic Systems

Restrictions to access: Site Camp Area to be controlled by Security

Speed restrictions: 10 Km/h

1.8 AVAILABLE DRAWINGS

Refer to tender documentation.

1.9 PROJECT HEALTH AND SAFETY REQUIREMENTS

Significant health and safety hazards identified by Client, Designer and Safety Agent:

Asbestos – Only downpipes, should not have any effect during construction
Confined Spaces
Demolition
Fire
Flammable Liquids / Gas
Fragile Materials
Hazardous Chemical Agents
Hot Works
Lead
Members of Public
Night Work
Rodents
Working at Height
Working with Effluent

Other construction hazards that the contractor can reasonably expect are as follows:

Bricklaying
Bulk Mixing Plant
Compacting and Filling
Compactor Operations
Cutting Off Disc
Electric Tools and Electrical Installations

Explosive Actuated Fastening Devices
Hand tools
Lifting Operations
Manual Handling of General Items
Material / Passenger Hoist Operation
Noise and Dust
Painting
Plant/Vehicle and Equipment Operation
Plastering
Plumbing
Precast Slab / Unit Laying and Fixing
Scaffold Erection / Dismantling
Shuttering Walls, Beams, Columns
Site Strip
Steel Fixing
Temporary Work (include False Work, Formwork, Support Work Scaffold and Shoring)
Working at Height (excluding scaffold)

NOTE: Please refer to end of this Health and Safety Specification for the baseline risk assessment for these hazards and risks.

ACTIVITIES REQUIRING APPROVED METHOD STATEMENTS

Site establishment
Hoarding Plan, airside hoarding must be a minimum of 3m high
Employee Security Control
Working at height
Electrical installation and commissioning
Lock out procedures

ACTIVITIES REQUIRING PERMITS (FOR HEALTH AND SAFETY PURPOSES)

Permit to Work with Electricity: Yes - ACSA

Confined Space Permit: Yes - ACSA

Hot Works Permit: Yes - ACSA

Client issued permit for work in restricted areas: Yes - ACSA

Hot Works Permit: Yes - ACSA

Temporary Works: Yes - ACSA

CONTRACTOR SAFETY OFFICER PROVISION

Records of safety audits undertaken by the Contractor's Safety Officer must be kept on site in the safety file and nonconformances reported by the Safety Officer to the Contractor's management team. All nonconformances identified by the Safety Officer and Client's Safety Agent must be investigated and corrective action taken by the Contractor to prevent re-occurrence.

Please note that as from 7th August 2018 the safety officer must be professionally registered with the SACPCMP. Proof of registration with the SACPCMP must be provided.

The requirement for this site is that a **FULL TIME SAFETY OFFICER** be appointed by the Contractor.

MEDICAL CERTIFICATE OF FITNESS (ANNEXURE 3)

The contractor must ensure that their employees on site have a valid medical certificate of fitness, specific to the construction work being performed, issued by an occupational health practitioner in the form of an Annexure 3 template.

RADIUM BREATHALYZER TEST FOR ALCOHOL TESTING

MANAGEMENT AND SUPERVISION OF CONSTRUCTION WORK

A principal contractor must, in writing, appoint one full-time competent person as the construction manager with the duty of managing all the construction work on a single site, including the duty of ensuring occupational health and safety compliance, and in the absence of the construction manager an alternate competent person must be appointed by the principal contractor. Proof of an all-inclusive assessment by the Principal Contractor of the Construction Manager's Competency in construction management and health and safety competency must be available in the Safety File.

The Construction Manager, Alternate Construction Managers, Assistant Construction Managers, and designated construction supervisor/s must, as a minimum, have training in Legal Liability, Construction Regulation 2014 and the OHS Act and Regulations.

TRAFFIC MANAGEMENT AND TRAFFIC SAFETY OFFICER PROVISION

The Traffic Management Plan must be approved by the Project Manager and as required, the Traffic Chief as per the National Road Traffic Act, No. 93 of 1996. The Traffic Safety Officer must have training as per Unit Standard 14561 or similar.

Traffic control of Plant and contractors' vehicles/ delivery vehicles to be on strict exist and entry

No vehicle to enter without Prior checks in place. (any Oil Leaks / Unroadworthy vehicles not allowed to enter Airport)

ENVIRONMENTAL CONDITIONS

Contractor must take into account adverse weather conditions on site activities and implement control measures to mitigate risk. This includes risk of exposure to excessive heat, cold, rain, lightning, and wind. The open nature of the site works will not preclude any of the above.

ARRANGEMENTS FOR ACCESS, PARKING, DELIVERIES, ETC.

Access to site by Construction Vehicles: to be parked in designated parking area
Access to site by Construction Workers and Visitors: All to visit Site office and attain site induction

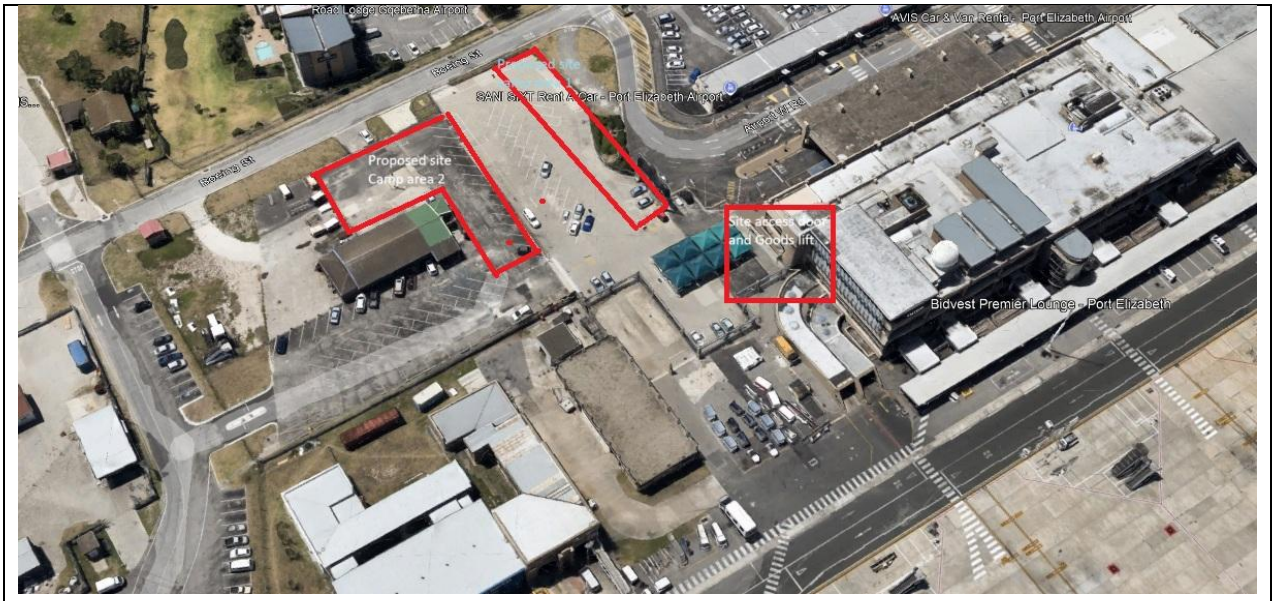
All service providers must sign a 37.2 Mandatary Agreement and must be inducted before they can be allowed on site.

ARRANGEMENTS FOR SITE CAMP, ABLUTIONS AND YARD

Site camp location and set up

- **Restrictions / requirements:**
- **Storage areas:**
- **Security:**

} Contractor to advise in consultation with Engineer / Professional Team



Ablutions and Welfare Arrangements
Contractor to supply ablutions and facilities in line with the Construction Regulations 2014, refer to section 2.31 of this health and safety specification regarding the below. Toilets should be provided with built in facilities for hand washing.

- **Toilets:** }
- **Washing facilities:** }
- **Drinking Water:** } Contractor to provide as per Regulations
- **Shelter:** }
- **Showers:** }

Mobile site facilities requirements:

A camping toilet/mobile toilet will be required for sites that cannot facilitate a permanent location for ablution units and must be available for each gender per location.

The use of a camping toilet must be prepared and setup correctly with additional anchors and available toiletries prior to each working day and to be first priority when changing location of works along a set working path.

Teams are to ensure that the toilets are cleaned correctly and suitable for easy and hygienic uses and recorded on a daily register.

PROTECTION OF SITE AGAINST UNAUTHORISED ACCESS BY PUBLIC

General Fencing of Site: Note that construction sites in built up areas adjacent to public walkway must be fenced off and have controlled access points with the correct signs to indicate the site office for any relevant enquiries.
Hording to be used must be minimum 2m in height on landside and a minimum of 3m in height on airside, inside hording must consist of shutter board, outside hording must consist of interlocking temporary fencing covered with shade netting

Warning Notices: Yes - All to be in place

Look Outs: Yes - for Public Safety

PERSONAL PROTECTIVE EQUIPMENT (PPE)

The Client requires the Contractor to ensure that employees (and others under his/her control) wear the following minimum PPE:

Overalls: Yes - company branded, if on site for more than 3 months the contractor must purchase ACSA approved PPE provide by ACSA

Safety Harnesses: Yes - work at Heights

Hard Hats: Yes

Reflective Vests: Longer than 3 months the ACSA Lime Vest EU475 vest is required.

Goggles / gloves / ear defenders / respiratory protection: Yes – as per task risk assessment

Safety Footwear: Yes

Specialist Equipment (e.g., for confined Spaces): As per task risk assessment

Respiratory Protection (i.e., any face mask endorsed by Department of Labour):

Note: Every employer must check regularly on the websites of the National Department of Health (www.health.gov.za), National Institute of Communicable Diseases (www.nicd.ac.za) and the National Institute for Occupational Health (www.nioh.ac.za) whether any specialised PPE for COVID-19 is required or recommended in any guidelines based on the nature of the workplace or the nature of the duties and the associated level of risk.

HAZARDOUS CHEMICAL AGENTS

The following materials and substances have, or may have, to be used in the works and are identified as potentially posing special health and / or safety hazards during the project. Appropriate measures will need to be specified for their control:
Various paints
Various oils and greases
Various hydraulic oils
Petrol, Diesel, Paraffin
Various adhesives

1.10 INTERFACE AND RESTRICTIONS BY CLIENT

Contractor must note that the following Client activities will continue during construction:

Chief Dawid Stuurman International Airport will be fully operational during construction

The following Client safety rules and/or requirements are to be observed:
All workers are to receive induction prior to commencement of work on site.
Other safety rules and requirements to be advised at ACSA induction.
Please also refer to tender document.

Restrictions on times, access, or other restrictions by Client
Please refer to tender document.
Other restrictions (Airside) may be advised at ACSA induction.

1.11 PROJECT CLOSE OUT

The Health and Safety files for the Principal Contractors and all Contractors require closure and handover to the Client at the completion of the project in the form of a consolidated safety file. The following list is an example of what should be included but is not exhaustive. The Safety Agent or the Client may require further information at the time of completion and the Principal Contractor is to ensure that all instructions are responded to. Documentation would include all health and safety related records from the start of the project. All records to be in hard copy or electronic format and submitted to the Safety Agent for approval in adequately formatted lists and folders. Layout should be logical and in the same order as in the site files.

Consolidated Health and Safety close out file requirements include:

- Health and safety specification (most recent version)
- Principal Contractor's health and safety plan/s
- Site safety organograms
- Legal appointments - All OHS appointments to be cancelled at project completion
- Notification to Department of Labour of commencement of work / Construction Work Permit
- Workman's Compensation Letters of Good Standing for the project
- Full safety files for all contractors as well as their close out reports
- List of all contractors who worked on site
- Letters of safety plan approval of contractors by the Principal Contractor
- Mandatary agreements (section 37.2 agreements)
- Incident and accident records / Occupational Disease records
- Contractor Nonconformance records
- Safety agent's audit reports
- Safety Officer reports
- Method Statements
- Risk assessments
- Safe work procedures
- Medical surveillance certificates of fitness. Medical records are to be kept according to the Occupational Health and Safety Act, as amended.
- All temporary works drawings (suspended beams/scaffolds, etc.)
- Copies of test results, policies, and procedures for environmental monitoring (silica, noise, dusts, etc.)
- Detailed registers of all material used
- Copies of all Checklists completed

1.12 SAFETY FILE RETURN TO CLIENT

The consolidated Health and Safety Files for the Project is to be handed over by the Principal Contractor to the Client upon Project Completion in hard copy and electronic format.

Section 2: Health and Safety Requirements

2.1 A Principal Contractor must:

- provide and demonstrate to the Client a suitable, sufficiently documented and coherent site-specific health and safety plan, based on the Client's documented health and safety specifications, *which* plan must be applied from the date of commencement of and for the duration of the construction work and which must be reviewed and updated by the principal contractor as work progresses;

- open and keep on site a health and safety file, which must include all documentation required in terms of the Act and these Regulations, which must be made available on request to an inspector, the Client, the Client's Safety Agent, or a Contractor; and

- on appointing any other contractor, in order to ensure compliance with the provisions of the Act -

    - provide contractors who are tendering to perform construction work for the principal contractor, with the relevant sections of the health and safety specifications pertaining to the construction work which has to be performed;

    - ensure that potential contractors submitting tenders have made sufficient provision for health and safety measures during the construction process;

    - ensure that no contractor is appointed to perform construction work unless the principal contractor is reasonably satisfied that the contractor that he or she intends to appoint, has the necessary competencies and resources to perform the construction work safely;
    - ensure prior to work commencing on the site that every contractor is registered and in good standing with the compensation fund or with a licensed compensation insurer as contemplated in the Compensation for Occupational Injuries and Diseases Act, 1993;

    - appoint each contractor in writing for the part of the project on the construction site

    - take reasonable steps to ensure that each contractor's health and safety plan is implemented and maintained on the construction site;

    - ensure that the periodic site audits and document verification are conducted at intervals mutually agreed upon between the principal contractor and any contractor, but at least once every 30 days;

    - stop any contractor from executing construction work which is not in accordance with the Client's health and safety specifications and the principal contractor's health and safety plan for the site or which poses a threat to the health and safety of persons;

- where changes are brought about to the design and construction, make available sufficient health and safety information and appropriate resources to the contractor to execute the work safely;

- discuss and negotiate with the contractor the contents of their health and safety plan and finally approve that plan for implementation;

- ensure that a copy of both the principal contractor and contractor's health and safety plan is available on request to an employee, an inspector, a contractor, the Client, or the Client's Safety Agent;

- hand over a consolidated health and safety file to the Client upon completion of the construction work, to include a record of all drawings, designs, materials used and other similar information concerning the completed structure;

- in addition to the documentation required in the health and safety file include and make available a comprehensive and updated list of all the contractors on site accountable to the principal contractor, the agreements between the parties and the type of work being done;

- ensure that all his or her employees have a valid medical certificate of fitness specific to the construction work to be performed and issued by an occupational health practitioner in the form of Annexure 3.

A contractor must prior to performing any construction work-

- provide and demonstrate to the principal contractor a suitable and sufficiently documented health and safety plan, based on the relevant sections of the Client's health and safety specification and provided by the principal contractor, which plan must be applied from the date of commencement of and for the duration of the construction work and which must be reviewed and updated by the contractor as work progresses;

- open and keep on site a health and safety file, which must include all documentation required in terms of the Act and these Regulations, and which must be made available on request to an inspector, the Client, the Client's Safety Agent or the principal contractor;

- before appointing another contractor to perform construction work be reasonably satisfied that the contractor that he or she intends to appoint has the necessary competencies and resources to perform the construction work safely;

- co-operate with the principal contractor as far as is necessary to enable each of them to comply with the provisions of the Act;

- as far as is reasonably practicable, promptly provide the principal contractor with any information which might affect the health and safety of any person at work carrying out construction work on the site, any person who might be affected by the work of such a person at work, or which might justify a review of the health and safety plan.

Where a contractor appoints another contractor to perform construction work, the duties that apply to the principal contractor will apply to the contractor as if he or she were the principal contractor.

A principal contractor must take reasonable steps to ensure co-operation between all contractors appointed by the principal contractor to enable each of those contractors to comply with these Regulations.

No contractor may allow or permit any employee or person to enter any site unless that employee or person has undergone health and safety induction training pertaining to the hazards prevalent on the site at the time of entry.

A contractor must ensure that all visitors to a construction site undergo health and safety induction pertaining to the hazards prevalent on the site and must ensure that such visitors have the necessary personal protective equipment.

A contractor must at all times keep on his or her construction site records of the health and safety induction training and such records must be made available on request to an inspector, the Client, the Client's Safety Agent or the Principal Contractor.

A contractor must ensure that all his or her employees have a valid medical certificate of fitness specific to the construction work to be performed and issued by an occupational health practitioner in the form of Annexure 3 (a template of which can be found in the Construction Regulations, 2014).

2.2 Management and Supervision of Construction Work

The **Principal Contractor** must appoint, in writing, a **full-time Construction Manager** responsible for managing all construction work and ensuring compliance with occupational health and safety regulations. In the absence of the Construction Manager, an **alternate** must be appointed.
Based on the size and complexity of the project, the **Construction Manager** may appoint **Assistant Construction Managers** to oversee different sections of the project. These appointments do not relieve the **Construction Manager** of their legal responsibilities.
In addition, the **Principal Contractor** must appoint a **Construction Supervisor**, responsible for supervising construction activities and ensuring health and safety compliance. If required by the **Department of Labour**, a **Construction Health and Safety Officer** must also be appointed to monitor compliance with safety regulations. The **Construction Health and Safety Officer** must be **registered with the SACPCMP** and must be able to provide proof of their competency.
No construction activities may take place on site without proper supervision. The **Construction Supervisor** must appoint competent employees to assist in supervising various activities to ensure compliance with health and safety requirements.

2.3 Notification of Intention to Commence Construction Work (CR 4(1) and 4(2)

The Principal Contractor must notify the Department of Employment and Labour at least seven (7) days before construction work begins if the project involves:

- Excavation work.
- Work at height where there is a risk of falling.
- Demolition of a structure.
- The use of explosives.

If the project involves the construction of a single-storey dwelling, and the Client intends to reside in the completed dwelling, notification must also be submitted.
Notification must be completed on a form similar to Annexure 2 of the Construction Regulations, 2014.
A copy of the notification must be provided to the Client.

2.4 Construction Work Permit (CR 3(1) and 3(6))

N/A for this Project

2.5 Assignment of Responsible Persons for Health and Safety Management (CR 8(1) and (7))

The Contractor must submit a list of management and supervisory appointments in writing before starting work. These appointments must comply with the Construction Regulations, 2014, and the Occupational Health and Safety Act, 1993.
Appointed responsible persons must be competent and hold valid qualifications in health and safety management. Proof of their competency must be provided to the Client.

2.6 Compensation for Occupational Injuries and Diseases Act (COIDA), 1993 (CR 7(1)(c))

Before appointment, the **Contractor** must submit a **valid Letter of Good Standing** with the **Compensation Fund** or an **approved compensation insurer**.

2.7 Occupational Health and Safety Policy (CR 7(1)(a))

The Contractor must submit a signed Health and Safety Policy before construction begins. This policy must outline the company's commitment to health and safety, the objectives to be achieved, and the methods for implementing safety procedures. The policy must be communicated to all employees, and proof of communication must be available in the Health and Safety File.

2.8 Health and Safety Organogram (CR 8(2) and (7))

Before construction begins, the Contractor must submit an organogram detailing the Health and Safety Team assigned to the project. If appointments have not been finalised, the organogram must still indicate the positions that will be filled. The organogram must be updated whenever changes occur.

2.9 Risk Assessments

2.9.1 Baseline Risk Assessment (CR 5(1)(a) and (b))

The Client shall cause a Baseline Risk Assessment (BRA) to be conducted by a competent person before the design process and tender process commence. The findings of the Baseline Risk Assessment must be incorporated into the Health and Safety Specification, ensuring that all identified risks are managed throughout the project.

2.9.2 Contractor's Risk Assessments (CR 9(1)–(3))

The Contractor must, before commencing any construction work and throughout the project, ensure that risk assessments are performed by a competent person appointed in writing. These risk assessments must be documented and form part of the Health and Safety Plan. The Risk Assessment must include:

- **Identification of Risks and Hazards:** The **specific risks and hazards** to which persons may be exposed.
- **Analysis and Evaluation of Risks:** A documented method must be used to assess the level of risk and consider likelihood, severity, and exposure levels.
- **Implementation of Risk Control Measures:** Develop a documented risk control plan with safe work procedures and apply the Hierarchy of Controls (Elimination, Engineering Controls, Administrative Controls, and PPE).
- **Monitoring and Review Plan:** A structured plan for ongoing risk assessment reviews must be included.

2.9.3 Special Risk Assessments

In addition to general risk assessments, the Contractor must conduct specialised risk assessments for high-risk activities, such as:

Work at Heights Risk Assessment – Ensure compliance with Construction Regulation 10.
Noise Exposure Risk Assessment – Conducted every 24 months or earlier if noise levels change (Noise-Induced Hearing Loss Regulations, 2003).
Fire Risk Assessment – Ensure emergency exits, suppression systems, and hot work permits are in place.
Ergonomic Risk Assessment – Assess risks related to manual handling, repetitive strain injuries, and working in confined spaces.

2.9.4 Worker Training and Communication (CR 9(4))

The Contractor must ensure that all employees under their control are informed, instructed, and trained by a competent person regarding any identified hazard and the associated work procedures or control measures. This training must be provided before work commences and thereafter as determined in the Risk Assessment Review Plan.

2.9.5 Consultation and Notification (CR 9(5))

The **Principal Contractor** must:

1. Ensure that all subcontractors are informed of site-specific risks before they begin work.
2. Consult with the Health and Safety Committee, trade unions, or worker representatives on the monitoring and review of risk assessments.
3. Maintain copies of risk assessments on-site for inspection by the Client, Client's Health and Safety Agent, Department of Employment and Labour Inspectors, Subcontractors, employees, trade unions, and health and safety representatives

2.9.6 Risk Assessment Reviews and Incident Response (CR 9(2)(e))

The **Contractor must review** and update risk assessments whenever there are changes to the design or construction work that impact the risk profile or following any incident that occurs on-site, to prevent recurrence.

2.9.7 Hierarchy of Controls and Personal Protective Equipment (PPE) (CR 9(2)(c))

Preventative measures must prioritise hazard elimination. If PPE is necessary, the following must be ensured:

1. PPE must be SABS-approved.
2. PPE must be properly maintained and correctly fitted.
3. PPE must not be the primary control measure, but a last resort after implementing engineering and administrative controls.

2.9.8 Principles for Conducting a Risk Assessment (OHS Act Section 8(2)(d))

When performing a risk assessment, the following best-practice principles must be followed:

1. All risks and hazards must be systematically identified.
2. The assessment must reflect real workplace conditions.
3. All employees, subcontractors, visitors, and other affected persons must be considered.
4. Special considerations must be made for high-risk individuals (e.g., those working alone or with disabilities).
5. Existing safety measures and controls must be evaluated.
6. The level of detail in the risk assessment must be proportional to the level of risk.

2.10 Health and Safety Representatives (OHS Act 17(1), 18(1))

- A Health and Safety Representative must be appointed for every 20 employees on site. The appointment must be made in writing, and the representative must be informed of their responsibilities.
- **The Health and Safety Representative is responsible for:**
    - Conducting monthly workplace inspections to identify hazards and unsafe conditions.
    - Reporting identified hazards and recommending corrective actions.
    - Assisting in incident investigations and providing input on risk control measures.
    - Participating in the Health and Safety Committee meetings to discuss workplace safety concerns**.**

Training and Support

- The Principal Contractor must ensure that all Health and Safety Representatives receive adequate training to effectively perform their duties.

2.11 Health and Safety Committee (OHS Act 19(1), 20(2) and CR 9(2)(d))

- If two or more Health and Safety Representatives are appointed, the Contractor must establish a Health and Safety Committee. The committee must convene at least once a month to review health and safety matters on-site.
- The committee must:
    - Be chaired by a Safety Committee Chairperson, appointed in writing.
    - Review workplace hazards, incidents, and risk control measures.
    - Provide recommendations for improving health and safety on-site.

- Ensure that meeting minutes are recorded and stored in the Health and Safety File for reference.

2.12 Medical Certificate of Fitness (CR 10(2)(d))

- All employees must have a valid medical certificate of fitness before commencing work.
- The certificate must be issued by a registered occupational health practitioner and comply with Annexure 3 of the Construction Regulations, 2014.

2.12.1 Fitness for Work at Heights

- Workers performing work at heights must undergo specific medical screening to assess:
  - Vertigo and balance disorders that may affect stability.
  - Neurological and cardiovascular health to ensure fitness for physically demanding tasks.
  - Respiratory conditions that may impair exertion tolerance.
- The medical certificate must explicitly state "Fall Risk" or "Working at Heights".
- Medical fitness for work at heights must be renewed annually.

2.12.2 Medical Surveillance for Noise Exposure (Noise Exposure Regulations, 2024 – Sec 9)

- Workers exposed to noise levels exceeding 85 dB (or 82 dB if exposed to ototoxic chemicals) must undergo:
  - Baseline audiometry testing before employment.
  - Annual audiometry screenings to monitor hearing health.
  - Exit audiometry within 30 days of leaving a noise-exposed position.
- If a worker shows signs of Noise-Induced Hearing Loss (NIHL), the employer must:
  - Reassign them to a lower-noise environment where possible.
  - Provide additional protective measures, such as enhanced hearing protection.

2.13 Health and Safety Training

2.13.1 Induction Training (CR 7(1)(g) and OHS Act 8(2)(e))

- All employees, subcontractors, and visitors must complete site-specific induction training before accessing the site.
- The induction must cover:
  - Project-specific hazards and risks.
  - Emergency procedures and incident reporting.
  - Personal Protective Equipment (PPE) requirements.
- Induction training records must be documented and stored in the Health and Safety File.

2.13.2 Toolbox Talks (OHS Act Section 8 and CR 9(4))

- Toolbox Talks must be conducted weekly and before any high-risk work.

- The Principal Contractor must ensure that Toolbox Talks cover critical safety topics, including:
    - Noise Hazards & Hearing Protection (Aligned with 2024 Noise Exposure Regulations).
    - Working at Heights & Fall Protection (2025 General Safety Regulations Compliance).
    - Flooding Risks & Emergency Response Procedures.
    - Fire Safety & Evacuation Plans.
- Workers exposed to high-noise environments must receive annual Noise Awareness Training, which must include:
    - The risks of Noise-Induced Hearing Loss (NIHL).
    - The proper use and maintenance of hearing protection devices.
    - Legal compliance and medical surveillance requirements.
- Training attendance must be documented and retained in the Health and Safety File.

2.14 Incident and Accident Reporting (OHS Act section 24, CR 9(5))

- All workplace incidents must be reported immediately to the Principal Contractor and recorded in the site Health and Safety File.
- Serious incidents must be reported to the Department of Employment and Labour (DEL) within 24 hours, including:
    - Fatalities.
    - Hospitalisations due to workplace injuries.
    - Dangerous occurrences that could have caused serious harm.

Incident Investigation and Record-Keeping

- The Principal Contractor must investigate all incidents and maintain:
    - Incident investigation reports detailing the cause and contributing factors.
    - Corrective action plans to prevent recurrence.
    - Records of all reported near-misses, even if no injury occurred.
- The Client reserves the right to conduct independent investigations into any workplace incident.

2.15 Noise Exposure & Hearing Conservation *(Noise Exposure Regulations, 2024)*

Transitional Note:
The Noise Exposure Regulations, 2024 (NER), promulgated under the Occupational Health and Safety Act, came into effect on 6 March 2025. These will fully replace the Noise-Induced Hearing Loss Regulations, 2003, on 6 September 2026. Until then, both regulations are concurrently enforceable. This specification aligns with the NER for forward compliance.

Employer Responsibilities:

- Conduct a **baseline noise risk assessment** prior to commencement of construction activities. Review it annually or when significant changes occur in equipment or operations.
- Identify employees **exposed to noise levels ≥ 82 dB(A) (Lex,8h)**. For these employees:
    - Implement a **Hearing Conservation Programme**.

  - Ensure **baseline, annual, and exit audiometric testing** is conducted by a competent occupational health practitioner.
  - Provide and enforce the use of **suitable hearing protection devices**.
  - Deliver **training and awareness** on the risks of noise exposure and correct use of PPE.
- Clearly **demarcate noise zones** using signage as required under NER. Entry into these zones without hearing protection is strictly prohibited.
- Keep all relevant **records for a minimum of 40 years**, including:
  - Exposure assessments
  - Audiometric results
  - PPE issue logs
  - Employee training records
- Appoint a competent person to oversee compliance with noise management requirements and report regularly to the Health and Safety Committee.

2.16 Work at Heights – Medical Fitness & PPE Compliance (CR 10(2)(d))

- Before any **elevated work is performed**, the **Contractor** must ensure that the following measures are in place:
  - A Work at Heights Risk Assessment must be conducted.
  - Edge protection systems such as guardrails, barriers, and toe boards must be installed where required.
  - Full-body harnesses and fall arrest systems must be provided, ensuring 100% tie-off where necessary.

2.16.1 Medical Fitness for Work at Heights

- Workers performing work at heights must undergo medical fitness assessments to confirm they are medically fit for high-risk tasks.
- Medical evaluations must assess:
  - Neurological and cardiovascular health.
  - Respiratory conditions affecting exertion tolerance.
  - Balance disorders and vertigo susceptibility.
- The medical certificate must explicitly state "Fit for Working at Heights" and must be renewed annually.

2.16.2 Work at Heights Training & Competency (GSR 3)

- Rescue training and emergency response drills must be conducted to ensure safe retrieval of fallen workers.
- **Training Requirements**
  All employees who are required to work at height shall:
  • Be trained in accordance with Regulation 10(2)(d) and 10(2)(e) of the Construction Regulations, 2014 under the Occupational Health and Safety Act (Act 85 of 1993).
  • Receive instruction on the safe use of fall protection systems, procedures to be followed while working at height, and relevant emergency/rescue plans.
  • Undergo this training prior to performing any work at height and thereafter at intervals not exceeding two years, or more frequently where work processes or risks change.
- **Competency of Training Provider**
  Training must be conducted by a competent person, as defined by the OHS Act, who possesses:
  • The necessary knowledge, experience, and qualifications in fall protection; and

• Recognition from a suitable industry body or authority, such as an accredited SETA, or a QCTO-approved provider.

- **Records and Verification**
  Contractors shall maintain documented proof of training for each employee working at height. These records must be available on request for inspection by the client or designated safety officer.

2.17 Fire Prevention & Emergency Preparedness (Aligned with 2025 General Safety Regulations - GSR)

- A Fire Risk Assessment must be conducted to evaluate fire hazards and ensure compliance with fire safety regulations.
- The assessment must include:
  - Storage and handling of flammable substances to prevent ignition risks.
  - Smoking and ignition source controls to reduce fire hazards.
  - Hot work safety procedures, including permits and fire watch requirements.

2.17.1 Emergency Exits and Fire Safety Compliance (GSR (4))

- All emergency exits must always be fire-resistant and unobstructed.
- Illuminated and clearly marked fire exit signs must be installed to guide evacuations.

2.17.2 Fire Evacuation Plan and Preparedness (GSR (5))

- A Fire Evacuation Plan must be developed, detailing:
  - Evacuation routes and assembly points for workers and visitors.
  - Fire suppression system procedures, including the use of extinguishers, sprinklers, and fire hoses.
- Fire drills must be conducted periodically to ensure worker preparedness and compliance.

2.18 Flood Risk Management (2025 General Safety Regulations)

N/A

2.18.1 Flood Prevention and Control Measures (GSR (6))

N/A

2.18.2 Flood Emergency Evacuation Procedures (GSR 7)

N/A

2.19 Health and Safety Permits for Specific Activities (CR 18(1), GSR (8), EIR (5))
Permit-to-Work System

- The Principal Contractor must implement a Permit-to-Work system for all high-risk activities to ensure controlled and authorised work execution.
- The following permits are mandatory for relevant construction activities:
- Permit to Dig – Required before any excavation deeper than 1.5m.

- Permit to Enter Excavations – Required for personnel working inside trenches, ensuring stability and atmospheric safety.
- Road Works Permit – Required for work near or on public roads, ensuring coordination with road authorities.
- Permit to Work with Electricity – Required for any electrical maintenance or installation, ensuring safe work procedures.
- Confined Space Entry Permit – Required for work in tunnels, tanks, or enclosed spaces, ensuring atmospheric monitoring and rescue preparedness.
- Hot Works Permit – Required for welding, grinding, or cutting activities, ensuring fire prevention measures.
- Permit to Work Under Power Lines – Ensures coordination with relevant authorities before work near overhead electrical infrastructure.
- Blasting Permit – Required for controlled explosive use, ensuring compliance with Explosives Act, 1956.
- Temporary Works Permit – Covers the erection and dismantling of temporary structures, ensuring structural integrity.

Permit Documentation and Compliance

- Each permit must be documented, signed by a competent person, and included in the Health and Safety File.
- No work may commence without the required permits in place.

2.20 Personal Protective Equipment (PPE) and Clothing (OHS Act 8(2)(d), CR 7(1)(b), NER 10(2))

- The Principal Contractor and all Contractors must ensure that appropriate Personal Protective Equipment (PPE) is provided to employees at no cost and maintained in a serviceable condition.
- PPE must be selected based on risk assessments and must comply with SABS-approved safety standards.

2.20.1 Mandatory PPE Requirements

The following PPE is required as a minimum:

- Hard hats for head protection against falling objects.
- High-visibility vests for visibility in high-traffic areas and low-light conditions.
- Safety gloves, selected based on task-specific hazards, including:
    - Chemical-resistant gloves for handling hazardous substances.
    - Cut-resistant gloves for handling sharp objects.
    - Insulated gloves for electrical work.
- Protective eyewear (safety goggles or face shields) for protection against:
    - Flying debris.
    - Chemical splashes.
    - UV exposure from welding or outdoor work.

- Hearing protection (earplugs or earmuffs) where:
    - Noise levels exceed 85 dB.
    - Noise levels exceed 82 dB when combined with exposure to ototoxic chemicals or whole-body vibration.
- Respiratory Protective Equipment (RPE) where airborne contaminants such as dust, fumes, or hazardous vapours are present.
- Steel-toe safety boots to protect against impact injuries, punctures, and electrical hazards.
- Fall protection gear (full-body harnesses, lanyards, and fall arrest systems) must be worn when working at heights.

2.20.2 PPE Inspection and Maintenance (GSR 9, CR 10(4))

- PPE must be inspected before each use and replaced if found to be defective.
- Workers must be trained in the correct use, care, and limitations of PPE.
- The Principal Contractor must conduct regular PPE compliance checks to ensure workers are using PPE correctly.
- Non-compliance must be addressed immediately, and disciplinary action may be taken where necessary.

2.21 Housekeeping and Material Storage

- Good housekeeping practices must be implemented to prevent slips, trips, falls, and fire hazards.
- The Principal Contractor must ensure that work areas are maintained in a clean, organised, and hazard-free condition.

2.21.1 General Housekeeping Requirements (CR 27(1), GSR (10))

- Work areas must be kept clean and free of unnecessary obstructions to maintain a safe working environment.
- Materials must be stacked and secured to prevent collapses, tripping hazards, or falling objects.
- Waste must be promptly disposed of in designated areas to prevent accumulation.
- Flammable waste must be placed in fireproof containers that comply with SABS-approved fire safety standards.

2.21.2 Storage of Hazardous Chemical Agents (HCR (14) CR 23(2)

- Flammable liquids must be stored in ventilated, fire-rated cabinets that comply with SANS 344 fire safety requirements.
- Compressed gas cylinders must be stored upright and properly secured with chains or brackets to prevent tipping.
- Chemical storage areas must have Safety Data Sheets (SDSs) readily available for all hazardous chemical agents.

2.22 Construction Site Signage (CR 24, GSR 11)

- The Principal Contractor must ensure that appropriate safety signage is displayed at all relevant locations on-site.
- Signage must be clearly visible, legible, and multilingual where required to ensure understanding by all workers and visitors.

2.22.1 Mandatory Construction Site Signage

The following signage must be installed in designated areas:

- **No Entry Without PPE –** Displayed at all site access points to enforce PPE compliance.
- **Danger: Work at Heights –** Installed in areas where there is a fall risk, ensuring workers take necessary precautions.
- **Caution: Noise Hazard –** Hearing Protection Required – Placed in high-noise zones where exposure exceeds 85 dB, in compliance with the Noise Exposure Regulations, 2024.
- **Emergency Exit and Assembly Point Locations –** Clearly marked routes and designated assembly points for emergency evacuations.
- **Fire Hazard – No Smoking –** Displayed near flammable materials and fuel storage areas to prevent fire risks.

2.22.2 Compliance and Maintenance of Signage

- Signage must be made from durable, weather-resistant materials to ensure longevity.
- Regular inspections must be conducted to verify that signs remain legible, correctly positioned, and undamaged.
- Additional signage must be installed where site conditions change, or new hazards emerge.

2.23 Electrical Safety and Lockout Procedures

- The Principal Contractor must ensure that all electrical hazards are controlled through safe work practices and Lockout-Tagout (LOTO) procedures.
- Electrical work must be performed only by competent and qualified electricians to prevent electrocution and fire hazards.

2.23.1 Electrical Installations and Inspections (EIR 5(1), CR 24(1))

- All electrical work must be carried out by competent and qualified electricians in compliance with national electrical standards.
- Temporary and permanent site electrical wiring must be:
    - Properly secured to prevent tripping hazards.
    - Insulated and protected from mechanical damage and moisture exposure.
    - Equipped with Residual Current Devices (RCDs) where required.
- Electrical installations must undergo periodic inspections to verify compliance and detect faults.

2.23.2 Lockout and Tagout (LOTO) Procedures (GSR 12, EMR 8)

- All electrical maintenance and repairs must be performed under a LOTO system to prevent accidental energisation.
- LOTO devices must be:

- Colour-coded and labelled for identification.
- Designed to withstand tampering and environmental conditions.

- Only authorised personnel may remove lockout devices, following a controlled re-energisation process.

2.24 Hand and Power Tools (CR 25(1), GSR 13)

- The Principal Contractor must ensure that all hand and power tools are safe for use and properly maintained.
- Workers must be trained on correct handling, storage, and maintenance procedures for tools used on-site.

2.24.1 Hand and Power Tool Safety Requirements

- All hand and power tools must be:
  - Inspected daily for defects before use.
  - Properly stored in designated areas when not in use.
  - Maintained according to the manufacturer's specifications to ensure continued safety and functionality.
  - Fitted with safety guards where applicable (e.g., grinders, saws, drills) to prevent accidental injuries.
- Defective tools must be immediately removed from service and tagged as "Do Not Use" until repaired or replaced.

2.25 Lifting Equipment and Cranes

- All lifting operations must comply with the Driven Machinery Regulations, 2015 to ensure safe handling and movement of loads.
- The Principal Contractor must ensure that all lifting equipment is properly inspected, maintained, and operated by competent personnel.

2.25.1 Lifting Equipment Requirements (DMR 18(5), CR 20(1))

- Lifting machines must be inspected by a competent person every six months to ensure compliance and safety.
- Lifting tackle (slings, shackles, hooks) must be visually inspected before each use and immediately removed if found defective.
- Load limits must be clearly marked on all lifting equipment to prevent overloading.
- A lifting plan must be developed for all critical lifts, detailing:
  - Load weight and centre of gravity.
  - Equipment selection and capacity verification.
  - Environmental conditions and exclusion zones.
  - Operator responsibilities and emergency procedures.

2.25.2 Operator Competency (DMR 18(11) OHS Act 8(2)(e))

- Crane and forklift operators must be:

  - Certified by an accredited training provider.
  - Medically fit to operate lifting equipment.
  - Authorised in writing by the employer before operating machinery.
- Operators must always carry proof of competency while performing lifting operations.

2.26 Scaffolding Safety Requirements and Compliance (OHS Act 44, CR 16, SANS 10085-1:2024)

The Principal Contractor must ensure that all scaffolding operations comply with SANS 10085-1:2024 and Section 44 of the Occupational Health and Safety Act, 1993.

2.26.1 Scaffolding Supervision and Competency (CR 16(1))

- A competent person must be appointed in writing to supervise all scaffolding operations.
- The appointed supervisor must ensure that all scaffold erectors, team leaders, and inspectors are certified and compliant with SANS 10085-1:2024.
- Competency verification records must be maintained on-site and audited regularly.
- The Principal Contractor must conduct regular inspections to ensure scaffolding personnel maintain up-to-date certifications.

2.26.2 Scaffold Design and Load Capacity (CR 16(2))

- Scaffolding exceeding 10 meters in height or involving complex configurations must be designed and approved by a qualified engineer.
- Load calculations (dead loads, live loads, and environmental loads) must comply with SANS 10085-1:2024 and be documented on-site.
- Any modifications to scaffold structures require re-evaluation and re-certification by the engineer before further use.

2.26.3 Bracing, Ties, and Stability

- Scaffolding must include bracing and ties installed at SANS 10085-1:2024-specified intervals.
- Bracing must prevent swaying and ensure structural stability.
- Double reinforcement ties must be installed for scaffolds exposed to high winds or heavy loads.
- Scaffolds over 10 meters high must have an adaptive stability plan, including additional ties and bracing as needed.
- All bracing and ties must be inspected regularly to confirm they are secure and undamaged.

2.26.4 Inspection and Handover Procedures (CR 16(3))

- Daily inspections must be performed before work begins and at the start of each shift.
- Additional inspections must take place after:
  - Severe weather conditions
  - Machinery impact
  - Structural modifications
- A Scaffold Handover Certificate must be completed and signed after any repair or modification.

- All certificates must be stored on-site and made available for regulatory audits.

2.26.5 Component Markings and Traceability

- All scaffolding components must be marked with:
    - Manufacturer's details
    - Year of manufacture
    - Load capacity
- Markings must be clear, visible, and durable to withstand environmental conditions.
- Unmarked or illegible components must be removed from service until re-certified.

2.26.6 Access Scaffolding Requirements

- All scaffolding must comply with Section 44 of the Occupational Health and Safety Act, 1993, and SANS 10085-1:2024.

2.26.6.1 Scaffold Footing and Stability

- Scaffolds must be level and balanced using base jacks, U-Jacks, or mobile wheels.
- Regular inspections must verify the levelling and security of scaffold footing.

2.26.6.2 Ledgers and Bracing

- Scaffolding frames and standards must be properly secured using correct ledgers and bracing methods.
- Diagonal bracing must be installed in compliance with SANS 10085-1:2024 to reinforce structural integrity.

2.26.6.3 Platform Boarding and Edge Protection

- Fully boarded working platforms must be used and fitted with:
    - Guardrails at 1.0m and 0.5m heights.
    - Toe boards to prevent materials from falling.
- There must be no gaps in platform boarding that could pose a fall hazard.

2.26.6.4 Platform Load Capacity

- Working platforms must comply with load classifications outlined in Tables 4 & 5 of SANS 10085-1:2024.
- Load distribution must be even across the scaffold structure.
- Overloading must be strictly prohibited to prevent structural failure.

2.26.6.5 Access Points

- Scaffolds must have safe and secure access points, including:
    - Ladders or stairways integrated into the scaffold structure.
    - Trap door systems for secure entry to working platforms.
- All access points must meet the latest safety requirements in SANS 10085-1:2024.

2.26.6.6 Fastening and Stability

- Scaffolds must be secured using appropriate fastening methods, such as:
    - Reveal ties and fixed ties (as per Table 7 of SANS 10085-1:2024).

  - Buttresses for additional stability in high-wind or high-risk areas.
- Regular inspections must verify that all ties and fastenings are secure.

2.26.6.7 Scaffold Signage

- Clear signage must be displayed on the scaffold, indicating:
  - Safe for use (Green Tag).
  - Unsafe for use (Red Tag).
- Signage must comply with SANS 10085-1:2024 and be updated after each inspection or modification.

2.26.6.8 Trestles

- Trestles must be constructed and maintained as per Section 10.16.1 of SANS 10085-1:2024.
- Site supervisors must ensure all trestles meet safety requirements and are inspected regularly for compliance.

2.27 Excavation Safety (CR 13(1) and (3), GSR (14))

N/A

2.28 Traffic Management on Site (CR 23(1) and DMR (18))

- A Traffic Management Plan must be developed to control vehicle and pedestrian movement on-site.
- The Principal Contractor must implement measures to prevent collisions, pedestrian injuries, and uncontrolled vehicle movement.

2.28.1 Vehicle and Mobile Plant Safety

- Only authorised and certified operators may operate construction vehicles and mobile plant.
- All vehicles and mobile plant must have:
  - Functioning brakes, lights, and reverse alarms to ensure operational safety.
  - Seat belts that must be worn at all times by drivers and passengers.
- Pedestrian walkways must be clearly marked and separated from vehicle operating zones where possible.

2.28.2 Parking and Securing of Vehicles (CR23(3) GSR 15)

- Vehicles must be parked on level ground with brakes fully engaged to prevent rolling.
- Keys must be removed from unattended vehicles to prevent unauthorised use.

2.29 Emergency Preparedness and Response

- A **detailed Emergency Plan must be developed** before construction starts to ensure site-wide readiness for emergencies.
- The **Principal Contractor must establish clear procedures** for fire safety, medical emergencies, and environmental hazards.

2.29.1 Emergency Contact Information (CR29(1))

- A list of emergency contacts must be displayed on-site, including:

- Nearest medical facility and ambulance services for injury response.
- Fire department and emergency responders for fire-related incidents.
- Client's Safety Agent contact details for regulatory and compliance support.

2.29.2 Fire Prevention Measures (GSR (16), CR 29(2))

- Fire extinguishers must be strategically placed across the site and inspected monthly to ensure functionality.
- Open flames and smoking are prohibited near flammable materials, fuel storage, and gas cylinders.
- Fire-resistant blankets and screens must be used during hot work operations, including welding and grinding.

2.29.3 Flood Risk Management (GSR (7))

- Drainage systems must be installed and maintained to prevent water accumulation in work zones.
- A Flood Evacuation Plan must be developed and tested regularly to ensure workers know safe evacuation routes.

2.30 Waste Management and Environmental Controls (NEM Waste Act, HCR (14))

- The Principal Contractor must implement a Waste Management Plan to ensure responsible waste disposal and environmental protection throughout the project.
- Waste disposal and environmental controls must align with South African environmental legislation and site-specific risk assessments.

2.30.1 Waste Disposal

- Waste must be segregated into general, recyclable, and hazardous waste streams and disposed of through approved waste facilities.
- Hazardous waste (e.g., chemicals, asbestos, contaminated materials) must be disposed of by licensed handlers in compliance with regulatory requirements.
- Disposal records must be maintained for auditing purposes, including:
  - Waste manifests.
  - Certificates of safe disposal.
  - Documentation from licensed waste service providers.

2.30.2 Dust and Noise Control (National Dust Control Regulations, NER (7))

- Water suppression methods must be used to control dust emissions during excavation, demolition, and earthworks.
- Noise control measures must be implemented to minimise exposure to hazardous noise levels, including:
  - Engineering controls (e.g., barriers, enclosures, dampeners).
  - Administrative controls (e.g., limiting noisy operations during work hours).
  - Provision of hearing protection where noise levels exceed 85 dB, in compliance with the Noise Exposure Regulations, 2024.

2.31 Construction Employees' Facilities (GSR)

- The Principal Contractor must ensure that all workers have access to adequate and hygienic facilities, in compliance with the Construction Regulations, 2014, and the General Safety Regulations, 2025.
- Facilities must be maintained in a sanitary condition and regularly inspected to ensure health and hygiene standards are met.

2.31.1 Sanitary and Washing Facilities (CR 30(1) and GSR (17))

- Toilets must be provided at a ratio of at least one per 30 workers per gender and be:
    - Regularly cleaned (at least once daily).
    - Maintained in a sanitary and functional condition.
- Showers must be provided where work involves hazardous chemical agents, excessive dust, or extreme heat exposure.
- Handwashing stations must be available at multiple locations, equipped with:
    - Running water.
    - Soap or hand sanitiser.
    - Hand-drying facilities (paper towels or air dryers).

2.31.2 Changing and Eating Facilities (CR 30(2) GSR (18))

- Separate changing rooms must be provided for male and female workers, with lockers or storage for personal belongings.
- A shaded and sheltered eating area must be available for workers to use during breaks.
- The eating area must be:
    - Raised off the ground to prevent contamination.
    - Kept clean and free from hazardous materials.

2.31.3 Drinking Water and Hydration (GSR (19))

- Sufficient clean drinking water must always be available.
- In high-heat and physically demanding environments, workers must have access to at least 500ml of water per hour.
- Drinking water stations must be clearly marked and located near work areas.

2.31.4 Accommodation for Workers on Remote Sites (CR 30(3))

- Where transportation to and from work is not feasible, the Principal Contractor must provide reasonable and safe accommodation that meets health and safety standards.
- Accommodation must include:
    - Sleeping areas that protect workers from the elements.
    - Ablution facilities with running water and sanitation.
    - Sheltered eating areas separate from sleeping quarters.

2.32 Construction Vehicles and Mobile Plant (2025 GSR & 2024 NER)

- The Principal Contractor must ensure that all construction vehicles and mobile plant comply with safety, operational, and legal requirements.
- Vehicles and mobile plant must be operated only by trained and authorised personnel to prevent accidents and injuries.

2.32.1 Design, Maintenance, and Operation (DMR 18, GSR 20)

- Vehicles and mobile plant must be designed for their intended purpose and regularly maintained to prevent mechanical failures.
- Operators must follow safe work procedures and conduct pre-use inspections before starting work.
- Preventative maintenance schedules must be in place to ensure all equipment remains in good working condition.

2.32.2 Operator Competency and Medical Fitness (CR 23(3), NER 9)

- **Operators must be trained, certified, and medically fit** before operating construction vehicles or mobile plant.
- All operators must:
    - Be authorised in writing to operate specific plant or vehicles.
    - Hold a valid medical certificate of fitness, issued in compliance with Annexure 3 of the Construction Regulations (2014).
    - Undergo annual noise exposure medical screening if operating high-noise machinery, as per Noise Exposure Regulations, 2024.

2.32.3 Safety Features and Inspections (GSR 21, CR 23(3))

- Construction vehicles and mobile plant must be fitted with:
    - Amber rotating beacons for visibility in active work zones.
    - Reversing alarms and horns to alert pedestrians and workers.
    - Seat belts for all occupants to reduce injury risks.
    - Fire extinguishers (minimum 2.5 – 4.5 kg) installed in accessible locations on vehicles and plant.
- Daily pre-use inspections must be conducted, and inspection registers must be maintained.

2.33 Hazardous Chemical Agents (Aligned with 2025 General Safety Regulations - GSR)

The Principal Contractor must ensure that all Hazardous Chemical Agents (HCA) used on-site are handled, stored, and disposed of safely in compliance with the Hazardous Chemical Regulations (2021) and General Safety Regulations, 2025 (GSR).

2.33.1 Risk Assessment and Safety Data Sheets (SDSs) (HCS 5, GSR 30)

- A Hazardous Chemical Risk Assessment must be conducted to identify potential exposure risks to workers and the environment.
- Safety Data Sheets (SDSs) must be available on-site for all hazardous chemicals and kept in an easily accessible location.
- Workers must be trained on the following chemical safety aspects:

- Hazards associated with each chemical used on-site.
- Safe handling, storage, and disposal procedures.
- Emergency response measures in case of exposure or spills.

2.33.2 Handling and Storage of Hazardous Chemicals (HCR 8, GSR 31)

- Hazardous chemicals must be stored in designated, well-ventilated, fire-rated areas that comply with fire safety standards.
- Flammable chemicals must be stored away from ignition sources and in accordance with Fire Protection Association (FPA) standards.
- All chemical containers must be clearly labelled in compliance with Globally Harmonised System (GHS) standards.
- Spill containment kits must be available at all chemical storage locations to manage leaks and accidental spills.

2.33.3 Personal Protective Equipment (PPE) for Chemical Handling (HCR 10, GSR 32)

- Workers handling hazardous chemicals must wear appropriate PPE, including:
  - Chemical-resistant gloves suited for the type of substance being handled.
  - Eye protection (goggles or face shields) to prevent chemical splashes.
  - Respiratory protective equipment (RPE) where airborne chemical exposure is a risk.
- PPE must be regularly inspected and replaced as necessary to maintain effectiveness.

2.33.4 Emergency Response and First Aid for Chemical Exposure (HCR 12, GSR 33)

- An emergency eyewash and shower station must be available in all areas where hazardous chemicals are used.
- All chemical spills must be reported immediately and cleaned up using approved spill control procedures.
- First aid responders must be trained in chemical exposure treatment procedures, including:
  - Skin and eye decontamination techniques.
  - Proper use of neutralising agents and emergency rinsing solutions.
  - Medical response procedures in case of chemical inhalation or ingestion.

2.34 Confined Spaces (Updated per 2025 GSR Compliance)

Work in **confined spaces** poses risks such as **asphyxiation, toxic exposure, and engulfment**. The **Principal Contractor must ensure** that **safe work procedures** are followed and that all **legal requirements** are met before **workers enter confined spaces**.

2.34.1 Confined Space Risk Assessment (GSR 34, CR 21(1))

- A Confined Space Risk Assessment must be conducted before any work begins to evaluate potential hazards.
- The risk assessment must identify:
  - Oxygen deficiency risks that may cause suffocation.
  - Hazardous gas buildup, including flammable, toxic, or asphyxiating gases.

  - Entry and exit procedures, ensuring workers can safely access and exit the confined space.

- Continuous atmospheric monitoring must be conducted where required.

2.34.2 Confined Space Entry Permit System (GSR 35, CR 21(2))

- No worker may enter a confined space without an approved Confined Space Entry Permit issued by a competent person.
- All confined space work must be monitored by a trained standby person, who must:
  - Maintain constant communication with workers inside the confined space.
  - Be equipped with rescue procedures to initiate emergency response if necessary.
- Gas testing and ventilation measures must be in place before entry, including:
  - Testing for oxygen levels, flammable gases, and toxic vapours before and during work.
  - Forced ventilation or extraction systems if hazardous gases are detected.

2.34.3 Emergency Rescue Plan (GSR 36, CR 21(3))

- A confined space rescue plan must be in place before work begins, detailing response measures in case of an emergency.
- The rescue plan must include:
  - Emergency retrieval equipment, such as tripods, winches, and full-body harnesses for rapid worker extraction.
  - Oxygen monitoring devices to assess air quality in real time.
  - Trained rescue personnel on standby, equipped with self-contained breathing apparatus (SCBA) if required.
- Drills and training must be conducted periodically to ensure all personnel understand emergency response procedures.

2.35 Demolition Work

The Principal Contractor must ensure that all demolition work is conducted safely and in compliance with the Construction Regulations, 2014. Risk assessments, method statements, exclusion zones, and waste management procedures must be implemented before demolition begins.

2.35.1 Demolition Method Statement and Risk Assessment (CR14(1), HCR 9)

- A Demolition Method Statement must be developed before work begins to outline safe work procedures and equipment use.
- A Demolition Risk Assessment must be conducted to identify and control hazards, including:
  - Structural instability, ensuring safe dismantling of buildings or structures.
  - Falling debris and material, implementing containment and debris management.
  - Exposure to asbestos or hazardous materials, ensuring compliance with Hazardous Chemical Regulations, 2021.
- Engineers or competent persons must assess structural risks before demolition.

2.35.2 Exclusion Zones and Signage (CR14(2), GSR 37)

- An exclusion zone must be established around the demolition area to protect workers and the public.
- Warning signage and barricades must be placed around hazardous areas, ensuring:
    - Restricted access for unauthorised personnel.
    - Clear marking of high-risk zones.
    - Emergency exit routes identified and maintained.

2.35.3 Waste Management and Recycling (NEM Waste Act, CR 14(3))

- Demolition debris must be sorted for recycling or proper disposal, including:
    - Concrete, wood, and metal separated for reuse or recycling.
    - Non-recyclable materials transported to designated landfill sites.
- Hazardous materials (e.g., asbestos, lead-based materials) must be handled by licensed waste handlers to prevent environmental contamination.
- Waste disposal records must be maintained for auditing and regulatory compliance.

2.36 Working Over or Near Water

N/A

2.37 Fall Protection Planning

The Principal Contractor must implement a Fall Protection Plan to ensure worker safety when working at heights. All fall hazards must be identified, controlled, and mitigated in compliance with the General Safety Regulations, 2025 (GSR) and Construction Regulations, 2014.

2.37.1 Work at Heights Risk Assessment (CR 10(1), GSR 40)

- A Work at Heights Risk Assessment must be conducted before any work is performed above 2 meters to:
    - Identify fall hazards, including unguarded edges, unstable surfaces, and leading edges.
    - Implement fall prevention measures, prioritising engineering controls (guardrails, barriers), administrative controls (safe work procedures), and PPE (fall arrest systems).
    - Assess weather and site conditions that may impact safety when working at heights.

2.37.2 Fall Protection Equipment and PPE (CR 10(2)(d), GSR 41)

- Full-body harnesses with double lanyards must be worn when working at heights, ensuring 100% tie-off.
- Scaffold and ladder safety inspections must be conducted before each use, and defective equipment must be removed from service.
- All workers performing work at heights must undergo annual medical fitness screening, evaluating:
    - Vertigo and balance disorders.
    - Neurological and cardiovascular health.

- Respiratory conditions impacting endurance.

2.37.3 Fall Rescue Procedures

- An emergency Fall Rescue Plan must be developed, detailing:
  - Immediate response procedures for retrieving a fallen worker.
  - First aid measures for fall-related injuries.
  - Communication protocols to alert rescue personnel.
- Rescue equipment must be available on-site, including:
  - Rope access systems for safe worker retrieval.
  - Aerial lifts or rescue platforms where applicable.
  - Self-rescue and assisted-rescue gear for suspended workers.
- All workers must be trained in fall rescue procedures to ensure quick and effective response.

2.38 Fire Prevention and Emergency Preparedness

The Principal Contractor must implement fire safety measures in compliance with the General Safety Regulations, 2025 (GSR) to prevent fire hazards, ensure worker protection, and establish emergency preparedness on-site.

2.38.1 Fire Risk Assessment and Hot Work Controls (GSR 43, CR 29(1))

- A Fire Risk Assessment must be conducted before construction starts to:
  - Identify fire hazards related to flammable materials, electrical equipment, and high-risk activities.
  - Implement preventative measures such as safe storage, fire suppression, and ignition source control.
- Hot Work Permits must be issued for:
  - Welding, cutting, and grinding operations.
  - Soldering or any activity generating heat, sparks, or open flames.
- Fire-resistant blankets and fire watches must be implemented in areas where hot work is performed.

2.38.2 Firefighting and Fire Extinguishing Equipment (GSR 44, CR 29(2))

The Principal Contractor must ensure that fire safety measures comply with the General Safety Regulations, 2025.
Fire safety requirements include:

- **Fire Extinguishers** must be available at all high-risk work areas, including:
  - Hot work zones
  - Flammable material storage areas
  - Temporary site offices and worker accommodation
- **Fire Drills** must be conducted at least every six months and documented in the Health and Safety File.

- **Fire Risk Assessments** must be reviewed whenever work activities or material storage arrangements change.
- **Emergency Fire Exits and Assembly Points** must be:
    - Clearly marked and illuminated
    - Unobstructed at all times to allow for a safe evacuation
- All workers must be trained in fire safety procedures, including fire extinguisher operation and emergency response.
- Fire extinguishers must undergo monthly inspections, and service records must be maintained.

2.38.3 Fire Evacuation Procedures (GSR 45, CR 29(3))

- An Evacuation Plan must be established, including:
    - Clearly marked and illuminated exit routes.
    - Safe assembly points for all workers.
    - Emergency communication systems for fire alerts.
- Fire drills must be conducted periodically, and worker participation must be recorded in the Health and Safety File.

2.39 Working in Extreme Weather Conditions

The Principal Contractor must implement measures to protect workers from heat stress, cold exposure, and extreme weather hazards in compliance with the General Safety Regulations, 2025 (GSR).

2.39.1 Heat Stress Prevention (GSR 46)

- Workers must be monitored for signs of heat stress, such as dizziness, dehydration, and heat exhaustion.
- Rest breaks must be scheduled during peak heat periods to prevent overheating.
- Shade and hydration stations must be provided in high-temperature environments.
- Workers must consume at least 500ml of water per hour when exposed to extreme heat.

2.39.2 Cold Exposure Management (GSR 47)

- Workers exposed to low temperatures must wear thermal PPE, including insulated gloves and protective clothing.
- Heaters and wind shelters must be available in cold environments to reduce exposure risks.
- Break schedules must be adjusted to limit prolonged exposure to freezing temperatures.

2.39.3 Severe Weather Preparedness (GSR 48)

- A Weather Risk Assessment must be conducted to evaluate risks associated with extreme weather conditions.
- Work must be suspended during severe weather events, including:
    - Thunderstorms and lightning, where electrocution risks exist.
    - High winds, which can affect work at heights and scaffolding safety.

  - Heavy rain, which can create slip hazards and increase flooding risks.
- A severe weather response plan must be in place to evacuate workers safely and secure equipment.

2.40 Public Protection and Perimeter Control
The Principal Contractor must implement security and access control measures to prevent unauthorised entry and protect both workers and the public from construction-related hazards.

2.40.1 Site Fencing and Access Control (CR30(1)
- A secure perimeter fence must enclose the construction site to restrict unauthorised access.
- Controlled entry points must be established to monitor personnel and visitor movement.
- All visitors must undergo site induction training before entry to ensure awareness of hazards and safety procedures.

2.40.2 Pedestrian and Traffic Separation (CR 23.1)
- Designated pedestrian walkways must be created to safely separate foot traffic from construction zones.
- Signage and barricades must direct pedestrians away from vehicle movement areas to reduce accident risks.

2.40.3 Overhead and Underground Service Protection (CR24(2))
- Work near overhead power lines must comply with electricity safety regulations, ensuring safe clearance distances.
- Underground utilities must be identified before excavation begins, using site plans and detection equipment.

2.40.4 Excavation Fencing (CR 13(3)
- All open excavations must be barricaded to prevent accidental falls and entry by unauthorised personnel.

2.40.5 Pedestrian Walkways (GSR 50)
- Clearly marked safe pathways must be provided near construction areas to allow the public to move safely around the site.

2.40.6 Access Control Points (CR 30(2)
- Only authorised personnel should enter the site, and access must be controlled through:
  - Sign-in and sign-out registers.
  - Security personnel or automated access control systems.

2.40.7 Night Visibility Measures (GSR 51)
- Adequate lighting must be installed in high-risk areas when night work is conducted.
- Reflective signage and perimeter barriers must be checked daily to ensure effectiveness.

2.41 Working with Machinery and Equipment (Aligned with 2025 GSR and Driven Machinery Regulations - DMR)
The **Principal Contractor must ensure** that all **machinery and equipment** on-site is **operated safely, regularly inspected, and properly maintained** in compliance with the **General Safety Regulations, 2025 (GSR)** and **Driven Machinery Regulations, 2015 (DMR)**.

2.41.1 Machinery Guarding and Lockout Procedures (DMR 5, GSR 52)

- All moving parts must have machine guards to prevent accidental contact and entanglement.
- Guards must remain in place during operation and only be removed for maintenance by authorised personnel.
- A Lockout-Tagout (LOTO) procedure must be implemented for:
    - Maintenance, servicing, or repairs on machinery.
    - Electrical, hydraulic, or mechanical isolation before work begins.
    - Ensuring that energy sources are locked and tagged before maintenance starts.
- Only authorised personnel may remove lockout devices, following controlled re-energisation procedures.

2.41.2 Safe Operation of Power-Driven Equipment

- Only competent and trained personnel may operate machinery to prevent accidents.
- Machines must be inspected before each use to check for defects, ensuring:
    - Brakes, guards, emergency stops, and safety interlocks are functioning.
    - No loose parts, leaks, or mechanical faults are present.
- Warning signs and safety markings must be placed around moving machinery to notify workers and prevent unauthorised access.
- Operators must wear appropriate PPE, including:
    - Hearing protection for high-noise equipment.
    - Cut-resistant gloves where applicable.
    - Eye protection for high-speed or impact machinery.

2.42 Hazardous Biological Agents (HBAs) Exposure Control

The Principal Contractor must implement control measures to protect workers from biological hazards, including sewage, mould, and infectious diseases. All work involving potential exposure must comply with the Hazardous Biological Agents Regulations, 2022 (HBA Regulations) and the General Safety Regulations, 2025 (GSR).

2.42.1 Biological Hazard Risk Assessment (HBA Regulations, 2022)

- The potential for exposure to HBAs must be assessed before work begins, considering:
    - The presence of contaminated water, sewage, animal waste, or infectious agents.
    - Activities that may aerosolise biological agents, such as excavation or demolition.
    - Worker proximity to high-risk environments, including hospitals, wastewater facilities, or decomposing materials.
- Decontamination stations must be provided where HBAs are present, ensuring workers can safely clean and remove contaminants before leaving the work area.

2.42.2 PPE and Hygiene Practices (HBA 10, GSR 55)

- Workers must wear appropriate PPE when handling or working near biological hazards, including:
    - Disposable coveralls to prevent contamination of clothing.

  - Nitrile gloves to protect against contact with infectious materials.
  - Respiratory protection (e.g., N95 masks or respirators) where airborne exposure is a risk.
- Handwashing facilities and sanitisation stations must be readily available, equipped with:
  - Soap and running water.
  - Alcohol-based hand sanitisers for quick disinfection.
  - Antibacterial wipes for surface decontamination.

2.43 Ergonomics and Manual Handling (OHS Act Section 8 & Ergonomics Regulations)
The Principal Contractor must implement measures to reduce ergonomic risks and prevent musculoskeletal injuries associated with manual handling, repetitive tasks, and poor posture. All ergonomic safety procedures must comply with the General Safety Regulations, 2025 (GSR).

2.43.1 Manual Handling Risk Assessments
- Ergonomic risks must be assessed in tasks that involve:
  - Repetitive movements that may cause strain injuries.
  - Lifting, carrying, pushing, or pulling heavy objects.
  - Prolonged standing or awkward postures that may lead to fatigue or discomfort.
- Mechanical aids must be used where possible to reduce manual lifting hazards, including:
  - Cranes, hoists, and forklifts for heavy loads.
  - Trolleys, conveyor systems, or adjustable workstations to minimise strain.

2.43.2 Safe Lifting Practices
- Workers must receive training on proper lifting techniques to prevent back injuries and muscle strain, including:
  - Bending at the knees and keeping the back straight when lifting.
  - Holding loads close to the body to reduce strain.
  - Avoiding twisting movements while carrying heavy objects.
- Heavy loads must be team-lifted or assisted with lifting aids to reduce the risk of injury.

2.44 Work at Height Rescue Procedures
The Principal Contractor must ensure that a Fall Protection Plan includes comprehensive rescue procedures to safely recover workers in the event of a fall. All work at height rescue measures must comply with the General Safety Regulations, 2025 (GSR) and Construction Regulations, 2014.

2.44.1 Fall Rescue Planning (CR 10(3))
- Rescue equipment must be available at all work-at-height locations, including:
  - Full-body harnesses with rescue lanyards.
  - Stretchers or rescue baskets for injured workers.
  - Winches, pulleys, and rope access systems for safe retrieval.
- **A trained rescue team must be designated**, ensuring:

- Immediate response capability in case of a fall incident.
- Competency in fall rescue techniques and first aid.
- Use of self-rescue and assisted-rescue systems where necessary.

2.44.2 Rescue Drills (GSR 59)

- Fall rescue drills must be conducted at least every six months to:
  - Ensure all rescue personnel are familiar with procedures.
  - Test the effectiveness of rescue plans and equipment.
  - Identify and address any gaps in emergency preparedness.
- All rescue drills must be documented, and records must be kept in the Health and Safety File.

2.45 Working Near Railways or Highways

N/A

2.46 Construction Site Security Measures

The Principal Contractor must implement security measures to prevent theft, vandalism, and unauthorised access, ensuring the safety of workers and assets on-site.

2.46.1 Theft Prevention and Asset Protection (CR 30(2))

- Security patrols must be scheduled regularly to monitor the site for suspicious activity.
- High-value equipment must be stored in lockable containers or secured storage areas to prevent theft.
- Access control systems must be implemented, including:
  - Sign-in registers for visitors and deliveries.
  - Identification badges for authorised personnel.
  - CCTV surveillance in high-risk areas.

2.46.2 Night Work Safety (CR 29(3))

- Adequate site lighting must be installed to ensure visibility in all work areas, particularly:
  - Entry and exit points.
  - Equipment storage zones.
  - Pathways and workstations.
- Emergency response personnel must be available on-site during night shifts to:
  - Assist in medical emergencies.
  - Respond to security incidents.
  - Monitor compliance with safety regulations.

2.47 General Inspection, Monitoring and Reporting

The Principal Contractor must ensure continuous monitoring and enforcement of health and safety compliance on site through regular inspections, corrective actions, and non-compliance reporting. All safety monitoring activities must align with the Occupational Health and Safety Act, 1993, the

Construction Regulations, 2014, and the General Safety Regulations, 2025 and this Safety Specification.

2.48 Health and Safety File Requirements (CR 7(1)(e), GSR 71)

The Health and Safety File is a legal requirement and must be always maintained on-site. It serves as a record of compliance with health and safety regulations and must be kept up to date throughout the project. The file must be handed over to the Client upon project completion.

2.48.1 Minimum Documentation Required

The Health and Safety File must include the following essential documents:

- Principal Contractor's Health and Safety Plan detailing site-specific safety measures.
- Baseline and ongoing Risk Assessments, including hazard identification and control measures.
- Medical fitness certificates for all workers, ensuring fitness for assigned tasks.
- Legal appointments and competency certificates, including site safety officers and supervisors.
- Toolbox talk attendance records, demonstrating worker training and awareness.
- Site safety inspection reports, including findings from weekly and monthly audits.
- Equipment maintenance logs, tracking servicing and safety compliance for machinery.
- Emergency procedures and evacuation plans, covering fire, flood, and medical emergencies.
- Permit-to-work records for high-risk activities such as confined space entry, hot work, and working at heights.
- Incident and accident reports, documenting all work-related injuries, near-misses, and corrective actions.

2.48.2 Health and Safety File Handover (CR 7 (2))

- The Health and Safety File must be reviewed and updated throughout the project to ensure compliance.
- Upon project completion, the Principal Contractor must hand over the Health and Safety File to the Client.
- The file serves as a record of compliance and ongoing safety management for future reference.

2.49 Incident Reporting and Investigation

The Principal Contractor must ensure that all workplace incidents are reported, investigated, and documented in compliance with the General Safety Regulations, 2025 (GSR) and the Occupational Health and Safety Act, 1993 (OHSA).

2.49.1 Reporting of Workplace Incidents (OHS Act 24)

- All injuries, near-misses, and dangerous occurrences must be reported immediately to site management.
- Serious incidents must be reported to the Department of Employment and Labour (DEL) within 24 hours, including:
    - Fatalities
    - Permanent disabilities

- Major structural collapses or equipment failures

- A formal investigation must be conducted, and corrective actions must be implemented to prevent recurrence.

2.49.2 Accident Investigation Process (OHS Act 25)

- The Principal Contractor must appoint a competent person to conduct incident investigations, ensuring:
  - Root cause identification to prevent repeat occurrences.
  - Assessment of safety procedures and hazard controls.
- Findings must be documented in a Root Cause Analysis Report, which must include:
  - Description of the incident and contributing factors.
  - Analysis of immediate and underlying causes.
  - Recommendations for corrective and preventive actions.
- Corrective actions must be tracked and verified by the Health and Safety Committee, ensuring:
  - Accountability for implementing safety improvements.
  - Regular monitoring of risk mitigation measures.
  - Follow-up inspections to confirm effectiveness.

2.50 Emergency Preparedness and Response

The Principal Contractor must establish emergency preparedness measures to ensure effective response to workplace emergencies. The Emergency Plan must be clearly communicated to all workers and updated in compliance with the General Safety Regulations, 2025 (GSR).

2.50.1 Emergency Planning and Procedures (GSR 75, CR 29(4))

- A detailed Emergency Plan must be developed to cover potential site emergencies, including:
  - Fires, floods, hazardous material spills, and medical emergencies.
  - Rescue procedures for work at heights, confined spaces, and water hazards.
  - Emergency shutdown of machinery and electrical systems where applicable.
- Emergency evacuation routes must be clearly marked and illuminated, ensuring:
  - Safe and direct paths to assembly points.
  - Regular inspections to confirm exits are unobstructed.
- Emergency contact numbers must be displayed at key locations, including:
  - Site entrances, offices, and high-risk work areas.
  - First aid stations and fire safety equipment points.

2.50.2 Emergency Drills and Training (GSR 76, OHS Act 8)

- Fire, flood, and medical emergency drills must be conducted at least every six months to:

  - Ensure workers are familiar with evacuation procedures.
  - Test the effectiveness of emergency response plans.
  - Identify and correct weaknesses in preparedness.
- Workers must receive training in emergency response procedures, including:
  - Proper use of fire extinguishers and fire suppression systems.
  - First aid response, including CPR and injury management.
  - Emergency communication protocols and incident reporting.

2.51 Workplace Violence and Harassment Prevention
The Principal Contractor must establish a zero-tolerance policy for workplace violence, harassment, and bullying to ensure a safe and respectful working environment.

2.51.1 Anti-Harassment and Grievance Procedures (GRS 77, OHS Act 8, Labour Relations Act)
- Workers must be trained on acceptable workplace behaviour, including:
  - Preventing harassment, discrimination, and bullying.
  - Recognising and reporting workplace violence.
  - Understanding employer and worker responsibilities under labour laws.
- A confidential reporting system must be in place to allow workers to:
  - Report harassment, violence, or discrimination without fear of retaliation.
  - Access grievance procedures through designated safety officers or HR personnel.
- Any cases of harassment or violence must be investigated and addressed immediately, ensuring:
  - A fair and impartial investigation process.
  - Appropriate disciplinary action for confirmed violations.
  - Support for affected workers, including counselling or mediation if necessary.

2.52 Subcontractor Health and Safety Compliance
The Principal Contractor is responsible for ensuring that all subcontractors comply with this Health and Safety Specification and meet legal and regulatory requirements under the Occupational Health and Safety Act, 1993 (OHSA), the Construction Regulations, 2014, and the General Safety Regulations, 2025 (GSR).

2.52.1 Subcontractor Pre-Approval Process (CR 7(1), GSR 78)
- All subcontractors must submit the following documents before commencing work:
  - A site-specific Health and Safety Plan demonstrating compliance with project safety requirements.
  - Proof of legal appointments, including:
    - Construction Manager, Construction Safety Officer, and other key roles as required by legislation.

        - Competency certificates for safety-critical positions.
    - Medical fitness certificates for their workers, ensuring that employees are fit to perform their assigned tasks safely.

2.52.2 Monitoring and Enforcement (CR 5(1)(j), GSR 79)

- Subcontractor performance must be monitored through:
    - Regular site inspections to assess compliance with health and safety requirements.
    - Scheduled audits to review documentation, work practices, and adherence to safety procedures.
    - Worker interviews and toolbox talks to reinforce compliance expectations.
- Non-compliant subcontractors may be subject to enforcement actions, including:
    - Removal from the site until corrective actions are implemented.
    - Financial penalties for repeated or serious violations.
    - Contract termination for persistent non-compliance or safety breaches.

2.53 Worker Welfare and Mental Health Support

The Principal Contractor must ensure that worker welfare programs are in place to support mental health, stress management, and fatigue prevention. Additionally, strict alcohol and drug policies must be enforced to maintain a safe working environment in compliance with the General Safety Regulations, 2025 (GSR).

2.53.1 Worker Welfare Programs (GSR 80, OHS 8(1))

- Workers must have access to support services for mental health and workplace stress, including:
    - Counselling services or employee wellness programs.
    - Awareness training on recognising and managing mental health issues.
    - Confidential reporting mechanisms for stress-related concerns.
- Fatigue management policies must be implemented for workers on extended shifts, ensuring:
    - Adequate rest breaks and shift rotation schedules.
    - Restricted overtime to prevent excessive working hours.
    - Monitoring for signs of fatigue-related impairment.

2.53.2 Prohibition of Alcohol and Drug Use (GSR 81, CR 28)

- Random drug and alcohol testing must be conducted to ensure workers are not impaired while on duty.
- Workers found under the influence must be removed from site immediately, and disciplinary action may be taken, including:
    - Suspension or termination for repeat offenses.
    - Referral to rehabilitation or counselling services where applicable.

- Investigation of incidents related to substance abuse.

2.54 Final Completion and Handover Health and Safety Requirements
Before the completion of the project, the Principal Contractor must ensure that all health and safety obligations are fulfilled, and necessary documentation is provided to the Client. This process ensures compliance with the Occupational Health and Safety Act, 1993 (OHSA), Construction Regulations, 2014, and General Safety Regulations, 2025 (GSR).

2.54.1 Final Safety Audit and Compliance Checks (CR 7(1)(o), GSR 82

- A final safety audit must be conducted to confirm that:
  - All safety hazards have been addressed.
  - Risk assessments and control measures have been reviewed and closed out.
  - All contractors and subcontractors have met compliance requirements.
- The Client and appointed Health and Safety Agent may participate in the final audit to ensure all project safety conditions are met.

2.54.2 Resolution of Outstanding Safety Issues (OHS Act 8(2) GSR 83)

- All outstanding safety issues must be resolved before final project sign-off, including:
  - Completion of corrective actions identified in previous audits.
  - Removal of temporary structures, scaffolding, and hazardous materials.
  - Final inspection of emergency exits, fire safety equipment, and evacuation routes.

2.54.3 Health and Safety File Handover (CR 7(2), GSR 84)

- The Health and Safety File must be updated and handed over to the Client, including:
  - Final versions of all risk assessments, safety reports, and inspections.
  - Incident reports, permits, and certification records.
  - Records of issued PPE, training, and subcontractor compliance documents.
- The Client must acknowledge receipt of the Health and Safety File, which must be kept for future reference and legal compliance.

2.54 Physical Agents Exposure & Control (Physical Agents Regulations, 2024)

Transitional Note:
The Physical Agents Regulations, 2024 (PAR), promulgated under the Occupational Health and Safety Act, became effective on 6 March 2025. They will fully replace the Environmental Regulations for Workplaces, 1987 on 6 September 2026. Until that date, both regulations apply concurrently. This specification reflects proactive compliance with the PAR.

Employer Responsibilities:

- Conduct a Physical Agent Exposure Risk Assessment before any workplace exposure and every 24 months thereafter—or sooner if changes occur, incidents happen, medical surveillance indicates risk, or control measures are modified.
- If the risk assessment indicates exposure to any physical agent (e.g. cold stress, heat stress, vibration, non-ionising radiation, illumination) at or above occupational exposure limits or guideline values, implement a baseline and ongoing Exposure Monitoring Programme conducted by a competent person.

- Identify vulnerable employees (who may respond differently to exposure) and ensure their specific protection. Administer medical screening and surveillance, as informed by an occupational medicine practitioner, upon entry, periodically thereafter (not exceeding two-year intervals), and upon exit.
- Provide comprehensive training and information before exposure and at least annually, covering:
    - the nature and sources of physical agents,
    - health risks and exposure limits,
    - existing control measures and correct use of PPE,
    - procedures for reporting failures or risks,
    - outcomes of risk assessments and monitoring,
    - access to exposure risk and medical records.
- Maintain records of risk assessments, monitoring reports, medical screening, training, and control maintenance for at least 40 years.
- Establish and implement maintenance and monitoring of control measures, updating exposure assessments whenever a measure is changed, fails, or is replaced.

SECTION 3: HEALTH AND SAFETY COMPLIANCE AND ENFORCEMENT

This section outlines the **legal responsibilities, enforcement mechanisms, and compliance procedures** to ensure all parties adhere to health and safety regulations. Non-compliance with this specification may lead to **work stoppages, fines, or contract termination**.

3.1 Legal Responsibilities of the Principal Contractor and Contractors

The **Principal Contractor** is responsible for ensuring that **all contractors and subcontractors** comply with:

- The **Occupational Health and Safety Act, 1993 (OHS Act)**.
- The **Construction Regulations, 2014**.
- The **2025 General Safety Regulations (GSR)**.
- The **2024 Noise Exposure Regulations (NER)**.

The **Client** retains the right to **audit, monitor, and enforce compliance** throughout the duration of the project.

3.1.1 Responsibilities of the Principal Contractor

- Implement and **maintain the site Health and Safety Plan**.
- Appoint **competent safety personnel** in writing.
- Conduct **safety audits, inspections, and risk assessments**.
- Ensure that all **workers have valid medical fitness certificates**.
- Provide and enforce the use of **PPE and safety equipment**.
- Manage **subcontractor safety compliance**.
- Maintain **emergency preparedness and evacuation procedures**.
- Ensure **proper training and induction for all workers**.

3.1.2 Responsibilities of Contractors and Subcontractors

- **Submit** their Health and Safety Plans before work begins.
- Ensure their workers **comply with risk assessments and method statements**.

- Conduct **daily toolbox talks** and training.
- Provide **PPE and enforce compliance**.
- Report all incidents, near misses, and dangerous occurrences.
- Ensure their equipment and machinery meet **legal safety requirements**.

Failure to comply with these responsibilities **may result in removal from site, penalties, or contract termination**.

3.2 Health and Safety Audits and Compliance Monitoring
The **Principal Contractor** must conduct **regular audits and inspections** to ensure legal compliance.

3.2.1 Site Safety Audits

- Weekly **internal safety audits** must be conducted, with findings documented.
- The **Client or Safety Agent** may conduct independent audits at any time.
- Audit reports must be **signed off by management** and corrective actions **tracked until closure**.

3.2.2 Non-Conformance Reporting and Corrective Actions

- **All health and safety violations must be documented.**
- Contractors must rectify **minor violations within 24 hours** and **major violations immediately**.
- Persistent non-compliance will lead to **work stoppages or contract penalties**.

3.3 Incident Reporting and Investigation (Aligned with 2025 GSR)

3.3.1 Reporting of Workplace Incidents

- **Fatalities, major injuries, structural collapses, and hazardous spills** must be reported to the **Department of Employment and Labour within 24 hours**.
- A **full incident investigation** must be conducted for all serious incidents.
- **Near misses and minor injuries** must also be recorded and reviewed.

3.3.2 Incident Investigation Procedures

- The **Principal Contractor's Health and Safety Officer** must conduct an investigation **within 48 hours** of the incident.
- The investigation report must include:
    - **Root cause analysis**.
    - **Corrective and preventive measures**.
    - **Responsibility allocation for implementing changes**.
- The **Client may conduct an independent investigation if required**.

3.4 Health and Safety File Management
The **Principal Contractor** must maintain a **Health and Safety File**, which must be available for inspection by:

- **The Client or their Safety Agent**.

- **Labour Inspectors from the Department of Employment and Labour**.
- **Auditors conducting site safety evaluations**.

3.4.1 Minimum Documents Required in the Health and Safety File
The file must include:

- **Baseline and Ongoing Risk Assessments**.
- **Health and Safety Plan**.
- **Legal Appointments of Safety Personnel**.
- **Medical Fitness Certificates**.
- **PPE Registers and Training Records**.
- **Site Inspection Reports and Audit Findings**.
- **Emergency Response and Evacuation Plans**.
- **Incident and Accident Reports**.

3.4.2 Handover of the Health and Safety File

- The **completed Health and Safety File must be handed over to the Client upon project completion**.
- The Client is responsible for maintaining the file for **future maintenance and legal compliance**.

3.5 Emergency Preparedness and Response (Updated per 2025 GSR Compliance)
The **Principal Contractor** must develop a **site-specific Emergency Plan** that includes:

- **Evacuation routes and assembly points**.
- **Fire, flood, and medical emergency procedures**.
- **Emergency contact details** displayed at key locations.

3.5.1 Fire and Emergency Drills

- **Fire and evacuation drills must be conducted every six months**.
- Workers must be trained in:
    - **Fire extinguisher use**.
    - **Emergency evacuation protocols**.
    - **Flood response measures if applicable**.

3.6 Workplace Discipline and Enforcement Actions

3.6.1 Disciplinary Actions for Health and Safety Violations

- Workers who **fail to follow safety procedures** may face:
    - **Verbal or written warnings**.
    - **Temporary removal from hazardous work**.
    - **Dismissal for repeated or serious violations**.

3.6.2 Removal of Non-Compliant Contractors

- Contractors who **fail to comply** with health and safety regulations may be:
    - Issued with **non-compliance notices**.
    - Subject to **financial penalties**.
    - Removed from the project if violations persist.

3.7 Compliance with the 2024 Noise Exposure Regulations (NER)

- **Noise risk assessments must be conducted and updated every 24 months**.
- Noise monitoring must be conducted by an **Approved Noise Inspection Authority (AIA)**.
- **Audiometry testing must be provided for noise-exposed workers**.
- **Hearing protection zones must be clearly marked**, and PPE enforcement must be ensured.

3.8 Compliance with the 2025 General Safety Regulations (GSR)

- **Work at Heights Safety – Annual medical screening, fall protection, and rescue planning**.
- **Flood Risk Management – Drainage systems, evacuation planning, and site waterproofing**.
- **Hot Work Permits – Mandatory fire watch and post-work inspections**.
- **Confined Space Entry Permits – Gas testing, ventilation, and emergency retrieval procedures**.

3.9 Compliance with Environmental and Waste Management Laws

- **Construction waste must be segregated, recorded, and disposed of through licensed handlers**.
- **Hazardous materials must be stored and handled in compliance with environmental regulations**.
- **Noise, dust, and air pollution control measures must be implemented**.

3.10 Final Completion and Handover Safety Compliance

Before project completion, the **Principal Contractor must**:

- **Ensure a final safety audit is conducted**.
- **Rectify all outstanding non-conformances**.
- **Complete and submit the final Health and Safety File to the Client**.

OTHER HEALTH AND SAFETY SPECIFICATION REQUIREMENTS

The contractor must be aware of the following additional requirements:

What	When	Output
Awareness training (Toolbox Talks)	At least weekly and before hazardous work is carried out	Attendance Register
Health and Safety Committee Meetings	Monthly	Minutes signed by the employer (Contractor) covering: a) Health and Safety Representative Checklist b) Safety report from Safety Officer and Safety Agent
Health and Safety Reports	Monthly	Report covering: a) Incidents/Accidents and Investigations b) Non-conformance c) Health and Safety Training d) HIRA Updates e) Internal and External Audits
General Inspections	As per Health and Safety Specification and OHSA	Report on Health and Safety Specification and OHSA compliance: a) Scaffolding b) Lifting Machinery c) Excavation
General Inspections	Monthly	Covering: a) Firefighting Equipment b) Portable Electrical Equipment c) Ladders
Record keeping	Ongoing	Covering: a) General complaints b) Fines c) General incidents d) MSDS e) Surveillance Medicals f) Inspection Register g) Dept of Labour Notices
Permits	Before commencement with certain activities	As stipulated by the Health and Safety Specification and the OHSA / Construction Regulations

Key:

OHSA – Occupational Health and Safety Act, 1993

ANNEXURE A – REQUIREMENTS FOR THE SAFETY PLAN ASSESSMENT

The Contractor must note that the information below is pertinent to the compilation of their safety plan response to this site-specific safety specification and it would be preferred if the Safety Plan is written in the order of the assessment documented below.

No	Item	Notes
1	**Project Directory**	Please state details of Project Client, Project Manager / Principal Agent, Safety Agent, Consulting Engineer, etc. (Name, address, contact details).
2	**Contractors Directory**	Please indicate if you will be using Contractors on this project, if yes, include their details, trade, and FEM details.
3	**Other Parties Directory**	Please indicate contact details for any services applicable (electricity, water, etc.) as well as Department of Labour and Emergency Services.
4	**Project Safety Statement**	The Project Safety Statement must be included in the Safety Plan.
5	**Health and Safety standards for the project (OHS Act, construction regulations, basic conditions of employment, etc.)**	Health and Safety standards must be included in the Safety Plan.
6	**Project Particulars**	Scope of works must be included in the Safety Plan. This is critical.
7	**Existing environment – Structures and Surroundings, Services (Electrical, Water, Sewerage, etc.), Traffic Arrangements, Parking, Access to Site, Storage of Plant and Materials**	Please include these items in the plan. The items must be Site Specific, the location of services and services that will be affected must be mentioned.
8	**Management Structure for safety on the Project**	A structured organogram with names of the responsible people must be included.
9	**Appointed Persons, Supervision**	The required appointments must be identified. A list of the appointed persons must be included in the Safety Plan.
10	**Security Procedures**	Please indicate if a security company will be appointed and include the contact information in the Safety Plan.
11	**Registers list and inspection frequency**	A list of the Inspection Registers that will be on file must be included in the Safety Plan.
12	**Design Co-ordination**	Please indicate your procedure for implementation of design changes by designer on the project, and the procedures for liaison and implementation of temporary works design on the project.
13	**Contractor Co-ordination**	Mention must be made of how Contractors will be co-ordinated on site to ensure that they work together and not adversely affected health and safety.

No	Item	Notes
14	**Housekeeping, stacking and storage**	Housekeeping policies and procedures must be included in the Safety Plan.
15	**Waste Disposal Arrangements**	Waste disposal arrangements procedures must be included in the Safety Plan.
16	**Noise and dust control**	Please indicate if any noisy operations (more than 85 decibels) will be carried out and what measures will be used to reduce noise exposure to workforce.
17	**Training Requirements**	Training requirements must be identified and recorded.
18	**Plant and Equipment**	A list of plant and equipment to be used on site must be included in the Safety Plan.
19	**Safety Monitoring Arrangements**	The name, contact details and SACPCMP registration status of the Safety Officer must be included in the Safety Plan. State how often the Safety officer will be on site (note safety specification requirement in section 1.7).
20	**Information for Contractors**	State how information will be given to Contractors on site.
21	**Consultation/communication arrangements with Employees**	State how information will be given to employees e.g., notice board.
22	**Selection of Contractors Procedures**	Principal contractor must state what health and safety procedures they will use to assess the competence and resources of their contractors on site.
23	**Activities with risk to Health and Safety (Risk Assessment)**	A Baseline Risk Assessment must be included in the Safety Plan, it must address the Risks identified in the Safety Specification as well as the risk of any other hazards that the Principal Contractor is aware of that are relevant to the site.
24	**Hazardous Chemical Agents**	Must be listed in the Safety Plan and addressed in the Risk Assessment.
25	**First Aid and Medical Procedures**	Please indicate name of first aider, position of first aid box, location of nearest medical facility and emergency numbers.
26	**Fire and Emergency Procedures**	List of emergency telephone numbers must be drawn up and included in the Safety Plan. The position of Fire Extinguishers, Assembly Point location, fire drill frequencies, numbers of fire marshals, etc.
27	**Accident and Incident Reporting and investigation**	State the Accident and Incident Reporting and investigation procedures of your company.
28	**Welfare and Site Facilities**	Elaborate on toilets and eating areas, water provision, how will workers be protected during wet weather conditions etc.
29	**Site Rules**	The Site Rules must be included in the Safety Plan.
30	**Personal Protective Equipment**	The necessity must be identified by Risk Assessments.
31	**Health & Safety File arrangements**	Please indicate arrangements for the return of the Health and Safety File to the safety agent at the end of the project.

No	Item	Notes
32	**Method Statements/Safe System of Works**	A list of Method Statements/Safe System of Works must be included in Safety Plan for all High-risk activities
33	**Permits and wayleaves**	List of activities that Principal Contractor anticipates will require permits and wayleaves (including those stated in the safety specification) to be included.
34	**Fall Prevention and Protection Plan and Fall Rescue Plan**	A copy of the Fall Prevention and Protection Plan, fall rescue plan and fall risk assessment must be included in the Safety Plan.
35	**Demolition method statement**	A copy of the Demolition Method Statement must be included in the Safety Plan.
36	**Confined spaces**	The Principal Contractors' procedures for managing access, egress and work in confined spaces must be specified in the Safety Plan. Includes permit procedures, air monitoring, PPE, etc.
37	**Safety Representatives and Safety Committees**	When a project has more than 20 employees a designated employee must be chosen by the labourers to represent them. A safety committee must be established if 2 or more safety representatives are appointed. Please note Safety Specification requirements regarding this section (section 2.12).
38	**Have the significant hazards from the safety specification been addressed?**	See section 1.9 of the Specifications and ensure practical measures have been detailed in the safety plan.
39	**Safety File - Safety Policies in File and Signed by 16(1) CEO.**	Safety Policies must be signed and explained to employees.
40	**Safety File - A copy of the valid Letter of Good standing from FEM / Workman's Compensation must be on file.**	A copy of the valid Letter of Good standing from FEM / Workman's Compensation must be on file.
41	**Safety File - Signed copy of the 37.2 Mandatary Agreement**	A 37.2 Mandatary Agreement needs to be signed between the Client and the Principal Contractor.
42	**Safety File - Appointment letter from Client (as well as 5.1.K)**	The Client must appoint the Principal Contractor in writing.
43	**Safety File – Notification / Permit**	A copy of the Annexure 2 Notification (and proof of submission) to Department of Labour must be available. This can be in the form of a Department stamp, email, or copy of Construction Work Permit.

ANNEXURE B – LEGAL APPOINTMENTS
The contractor shall make the following appointments, as required:

Chief Executive Officer (OSH Act 16(1)
Contract Director/Manager (OSH Act 16(2)
Construction Manager (CR 8(1)
Construction Supervisor (CR 8(7)
Assistant Construction Supervisor (CR 8(8)
Construction Safety Officer (CR 8(5)
Traffic Safety Officer
Safety Representative (where > 20 employees on site)
Temporary work Designer (CR 12(1)
Temporary work Supervisor (CR12(2)
Construction risk assessor (CR 9(1))
Demolition Supervisor (CR14(1)
Scaffold Supervisor (CR16(1)
Suspended Platform Supervisor (CR17(1)
Material Hoist Inspector (CR19(8)(a)
Material Hoist Operator (CR19(6)
Bulk Mixing Plant Supervisor (CR20(1)
Bulk Mixing Plant Operator (CR20(2)
Controller of Explosive Actuated Fastening Devices Nails, Cartridges or Studs Issue and Collection (CR21(2)(g)(1)
Construction Vehicle and Mobile Plant Operator (CR23(1)(d)(i)
Controller of Temporary Electrical Installations (CR24(c)
Stacking Supervisor (CR28(a)
Fire Extinguishing Equipment Inspector (CR29(h)
Fall Protection Plan Developer (CR 10(1)(a)
Incident Investigator (OSH Act 9(2)
Competent Person – Confined Spaces (GAR 5(1)

ANNEXURE C - BASELINE RISK ASSESSMENT FOR PROJECT

Irrespective of the risk presented on site, it will be ensured that sufficient supervision is in place on site, that personnel are trained in accordance with legislation, including the requirement for site specific inductions on site to inform personnel on site of the risks and hazards applicable to the site. Site supervision is responsible for ensuring that the control measures required below are implemented on site.

	HAZARD	RISK	MINIMUM CONTROL MEASURES
1.	Asbestos Cement Pipes	Release of asbestos fibres	• Ensure safe access and egress is provided • Erect physical barriers to prevent entry by unauthorised persons, as applicable • damp down exposed area to contain fibre release • Personnel involved to wear asbestos respiratory protection • Exclusion zone may be required • Only Department of Labour registered asbestos contractors may work with asbestos, and strictly in accordance with the requirements of the Asbestos Regulations.
2.	Bricklaying	Caustic contamination with mortar Contact with sharp bladed tools	• Use only trained personnel • Safe means of access to be provided • Safe/Suitable working platform required where working at height • PPE for mortar to include gloves where practicable and goggles/ masks where there is a risk of contamination
3.	Compacting and Filling	Contact with tipping materials Contact with moving plant Vehicles/personnel falling into excavations Contact with underground services	• Trained banksman to control vehicles movement • Only trained personnel use plant • Personal Protective Equipment to be worn • Personnel to stand clear as materials are being tipped • Use stop blocks and signs to warn vehicles of excavations, where applicable • Stand clear of plant whilst materials are being compacted • Establish position of underground services and protect services from damage
4.	Compactor Operations	Crushing of feet	• Only trained and competent personnel to use the machine • Ensure operative wears steel toe cap shoes or boots at all times
5.	Concrete Pumping	Sprains and strains Hit by pump Concrete burns Collapse/bursting of structure	• Personnel to be in clear vision of pump operator • Trained pump operator • Personnel working with the concrete to wear the appropriate personal protective equipment to protect against cement burns • Design of structure being loaded to be approved by competent designer and inspected before, during and after loading • Pump to be well maintained
6.	Confined Spaces	Suffocation Fumes	• Ensure that confined space is sufficiently ventilated • Wear personal protective equipment such as proper masks if air supply insufficient or not of sufficient quality • Test oxygen levels in confined space to ensure that is safe for entry • Ensure that emergency procedures in place
7.	Cutting Off Disc	Noise Cuts from machine Fire (particularly at refuelling) Flying debris Blade shattering Contamination by fume created or exhaust fume	• Use competent personnel. • Hot works control- fire extinguisher, fire watchman. (Permit may be required) • PPE to include gloves, eye protection, hearing protection • Solid working position. • Clear working area • Correct grade of blade must be used.

	HAZARD	RISK	MINIMUM CONTROL MEASURES
			• Good ventilation to be provided (forced if necessary). • Changing of wheels to be by competent persons only • Cut off discs must not be used for grinding (grinding disc thicker) • Bystanders to wear hearing protection, as applicable
8.	Demolition	Falling materials Premature collapse of structure	• Ensure there is a current method statement in place • Ensure all emergency procedures are in place and all details are displayed • Ensure that structural demolition has been approved by the designer and site management • Personnel must be competent • Ensure at all times there is a safe means of access and egress • All personnel must wear suitable and sufficient Personal Protective Equipment, including head, eye, and skin protection
9.	Electrical Commissioning	Electric shock	• Personnel to comply with permits to work issued by Client • Personal protective equipment to be worn by employees to prevent electric shock • First aid treatment to be readily available • Only competent and trained persons may decommission or commission electrical equipment
10.	Electric Tools and Electrical Installations	Electric shock Fire	• Electric tools and installations to be in good condition • Inspect electric tools before use • Do not use electric tools in wet/damp conditions • Use personal protective equipment such as insulated gloves • Electrical installations register to be maintained, inspected by competent person
11.	Explosive Actuated Fastening Devices	Noise Being struck by cartridge or fixing	• Operators to be trained, competent and wear appropriate protective equipment, e.g., goggles, gloves, ear defenders, head protection. • Cartridge gun to be in good condition, inspected for damage and faults regularly and results entered into register • Used and unused cartridges and cartridge gun should be kept in secure place when not in use, maintain register for return and issue.
12.	Fire	Injuries to workers, pedestrians, residents, road users, damage to property through fire	• No littering on site which could become fire hazard, maintain site in clean condition. • No fires to be lit on site. Have a working fire extinguisher at hand at all times. • No smoking or naked flame near flammable substances or in unauthorised areas • Ensure proper storage/use of Petrol/diesel/flammable substances – post warning notices
13.	Flammable Liquids and Gases (Use of)	Fire Explosion	• No littering on site which could become fire hazard, maintain site in clean condition. • Have a working fire extinguisher at hand at all times. • No smoking or naked flame near flammable substances or in unauthorised areas • Ensure proper storage/use of Petrol/diesel/flammable substances – post warning notices • Equipment must be in good condition, maintained • Personnel using substances must be trained in safe use and risks
14.	Fragile Materials	Persons or items falling through fragile materials	• All fragile materials to be identified and protected prior to work commencing. • Protection to include either covering the fragile materials or excluding activity.

	HAZARD	RISK	MINIMUM CONTROL MEASURES
			• Any coverings to be secured in place • The location of the fragile materials to be indicated by signage
15.	Hand tools	Injuries caused by use of hand tool Impact with the tool Falls due to access problems Contamination with substance being worked	• Ensure: • Tool is correct for job • Tool is in good order and suitably sharp • Personnel must be competent/instructed in tool usage and tool safely • Lighting is sufficient • Access is safe, working platform is secure, leading edge is guarded • Operative is wearing all necessary PPE
16.	Hazardous Chemical Agents	Injuries to workers through use of hazardous chemicals, e.g. injuries to eyes, skin, etc.	• Use substances in accordance with data sheet, particularly reference protective clothing required (example: gloves, goggles, etc.) • Know what First Aid measures are • Have welfare facilities available for washing of hands, etc.
17.	Hot Works	Burns to eyes or other parts of the body	• Personal Protective Equipment to include eye, skin, and hearing protection • Respirator maybe be required where cutting galvanized steel or anywhere else toxic fumes and gases arise. Dust can also be a problem and forced ventilation may be required.
18.	Lead – working with; removal of tiles	Toxic effects from exposure to lead and its compounds Risk of inhalation, ingestion, and absorption Personnel falling from Height Debris falling from height	• Demarcation of the workplace • Restriction of entry by unauthorised persons • Restriction of substances that can release airborne lead to certain areas. • Limit number of workers exposed to lead • Regular cleaning of workplaces and equipment • All employees who are exposed to lead must be provided with suitable and adequate protective clothing and respirators where applicable • Lead is to be packed in impermeable containers that are tightly sealed and clearly marked for removal • The need for medical surveillance and the nature thereof is to be based on both the risk assessment and air monitoring results and safety legislation.
19.	Lifting Operations	Falling material Crushing by materials Hand injuries to the slinger Toppling crane	• Check test certificate • Check examination certificate • Check inspection have been carried out • Check certificates for lifting equipment (chains, slings, shackles, etc.) • Ensure lifting gear is rated to carry load (SWL) • Ensure materials being lifted are properly packaged and slung. • Be aware that there should be a minimum clearance of 600mm between any slewing parts of a crane and any fixed installation to prevent being trapped. • Access to the work area during lifting operations is to be restricted to those involved with and trained in the work in hand. Do not allow members of the public to gain access to the area. • Only trained banksmen to be used. • The crane driver and the banksman are to ensure that the signals given are clearly understood.
20.	Manual Handling of General Items	Muscular skeletal injuries if the load is too heavy or awkward Operative falling/ tripping Contamination from the substance being carried Fall of material being carried	• Personnel should be aware of safe manual handling techniques • Personnel to wear Personal Protective Equipment when carrying items, e.g. safety footwear and gloves. • Ensure good housekeeping against tripping/fall hazards.

	HAZARD	RISK	MINIMUM CONTROL MEASURES
			• Operative to get assistance if load too heavy- team lift if necessary. • Utilise mechanical lifting and carrying aids where possible. • Personnel to ensure access equipment, ladders will take weight of operative and load being carried. • Personnel to ensure item being carried is properly bonded or is not liable to break apart whilst being manually handled.
21.	Material Hoist	Mechanical failure Overloading Hoist gateway being left open at landings	• Safe working limit to be indicated on hoist. • Hoist operator to be trained/ competent. • Regular maintenance and inspection of hoist by competent person • Records of maintenance and inspection to be maintained. • Hoist gate should be fitted with mechanical and electrical interlocking devices.
22.	Members of Public – Protection of	Injury to member of public and road users from site works	• Barriers and signage to be in place • Workers must warn away any members of public from the works • Footpaths which are open to public must be closed off if in area of works or otherwise made safe so that no injury occurs to members of public • Traffic turning into site – traffic management and signage as required. • Signage to be on road at site entrance warning motorists that construction traffic turning into/out of site access. Keep roads free of mud where possible • Refer to plant risk assessment for details on plant safety precautions • NOTE: SIGNAGE TO BE POSTED ON SITE TO WARN OF CONSTRUCTION TRAFFIC MOVEMENTS. SAFE MEANS OF ACCESS FOR BOTH CONSTRUCTION TRAFFIC TO SITE AND PRIVATE HOMEOWNERS MUST BE AGREED.
23.	Mobile Crane Erection and Dismantling and Use	Collapse of structure Overturning of structure Falling materials	• Ensure emergency procedures are in place and all operatives are aware of the details • Only use trained and competent operators for the erection and dismantling and use of cranes • Ensure crane driver is trained and holds certification as proof. Must have valid medical certificate of fitness. • Ensure there is safe means of access available at all times • Ensure the mobile crane driver has 360° vision if not ensure a fully trained banksman is used • Banksman to wear reflector vest to identify himself to the crane driver • Ensure all personnel wear suitable and sufficient personal protective equipment • Consider creating exclusion areas
24.	Night Work	Security Lighting	• The Contractor shall not undertake any night work without prior arrangement and a written permit from the Client. • The Contractor shall ensure that adequate lighting is provided for all night work and failure to do so shall result in work being stopped.
25.	Noise and Dust	Breathing in dust can cause long term health problems, noise can damage hearing	• Wear respiratory and hearing protection • Dampen down and minimise dust where possible.
26.	Painting	Contact with paint	• Refer to safety data sheet for usage instructions, hazards and precautions required. • When working at height, refer to risk assessment addressing this hazard below.

	HAZARD	RISK	MINIMUM CONTROL MEASURES
27.	Plant or Vehicles and Equipment Operation	Workers injured by passing traffic Road users and pedestrians at risk from plant operation Noise	• Implement traffic protection measures • Trained and competent operators must be used • Check plant and vehicles on daily basis before use and record inspections. Maintain vehicles in safe condition. • Medical certificates of fitness required for construction plant. • Crossing of road by construction vehicles or machines must be limited to the practical minimum • Plant and vehicles must be fitted with amber rotating beacons and reverse alarms. • Wear appropriate protective clothing/equipment, e.g., goggles, gloves, ear defenders, etc. as appropriate.
28.	Plastering	Falling materials Fall from height Contact with materials	• Ensure standard safety procedures are followed • Ensure there is a safe working area • Ensure safe access and egress • Ensure competent personnel are used
29.	Plumbing	Falling material Falling from height Fire Burns Exposure to lead fumes	• Ensure standard safety procedures are followed at all times • Only used trained and competent personnel • Ensure there is a safe working area at all times • Ensure materials are stored neatly • Ensure there is safe access and egress at all times • Ensure all personnel wear suitable and sufficient personal protective equipment • Consider a hot works permit system prior to commencing any hot works • Make sure emergency procedures are in place and ensure all personnel are aware of where to go in case of a fire
30.	Precast Slab / Unit Laying and Fixing	Falls Falling materials Manual Handling	• Emergency procedures in place and personnel explained details • Use competent personnel • Ensure suitable and sufficient access and egress is provided • Safe place of work must be provided • Ensure all personnel wear correct personal protective equipment • Exclusion zone may be required for protection against risk of falling objects
31.	Road Working – working in or next to road	Injury to workers caused by passing traffic Injury to road users and pedestrians by works	• Flagmen to be used where interface with construction plant with passers-by or where hazard posed by delivery vehicles turning into/out of site. • Traffic management plan to be approved by Municipality and, if necessary, traffic department • No construction activities to commence until adequate provision made to accommodate traffic in accordance with the South African Traffic Signs Manual. • Use safety signage to warn traffic and pedestrians of construction works • Where existing walkways/pavements affected by works, must direct pedestrian traffic away to safe walking area. • Wear reflective waistcoats when working on or near the road or road shoulder as well as any other required personal protective clothing. • Crossing of road by personnel must be limited to the practical minimum • Use of fencing or other barriers as appropriate
32.	Scaffold Erection/ Dismantling	Personnel falling from a height Items of scaffold falling onto personnel Scaffold collapsing onto those below	• Ensure • scaffold is designed to take the imposed loads • scaffolding is constructed properly • scaffold is not overloaded • scaffolders are fully trained

	HAZARD	RISK	MINIMUM CONTROL MEASURES
			• scaffolding is regularly checked by competent person and record of inspection retained. Written inspections to be recorded on weekly basis • scaffolders must adhere to the safe systems of work. • all fall arrest equipment to be checked and certified in good working order • that ALL understand the safe system of work
33.	Shuttering Walls, Beams, Columns	Falling from height Falling materials from height Cuts and abrasions from splinters and nails	• Ensure all personnel wear the appropriate Personal Protective Equipment • Ensure at all times there is a safe working platform • Use only trained and competent personnel • If electrical tools are being used ensure they have been tested and safe to use • Ensure timber is de-nailed after use • Ensure safety standards are followed at all times • Ensure there is a safe means of access and egress at all times
34.	Site Strip	Overturning Vehicles	• Follow standard safety procedures • Only use trained and competent personnel • Ensure there is a suitable and safe means of access and egress • Ensure banksman used when required • Ensure all personnel wear suitable reflector vests as required
35.	Steel Fixing	Back injuries caused by manual handling Eye injuries from tie wire Trips / falls Falling form height	• PPE must include safety boots and goggles • Manual handling training may be required • Care to be taken when working near overhead lines • Use only trained personnel • Provide safe means of access • Maintain and regularly inspect all lifting appliances and equipment • Cap starter bars to prevent injuries where feasible • Construct scaffold walk ways to cross reinforcing mesh, as required
36.	Temporary Works – shoring, scaffold, falsework, formwork	Collapse of form work	• Wear personal protective equipment such as gloves and goggles • Formwork must be built by trained person and be inspected by competent person and results entered into register on site
37.	Underground Services	Striking of buried services	• Make all necessary enquiries to establish what services are in the area. Consult drawings and advice from service provider (e.g., Municipality or ESKOM) when planning work. • Assume all service to be live (Unless confirmation is received to confirm that services are isolated or otherwise made safe). Do not work near live services without authorisation from site management. • Comply with the requirements of the safe system of work for underground services. • Where available, locate services with a locator • Hand dig around services
38.	Working at Height	Personnel falling form height Falling debris Those beneath being injured	• All access equipment is properly constructed (inspections record must be maintained) • Only trained personnel construct, dismantle or control the access equipment • All access equipment must have full toe boards and guardrails - comply with SANS 10085-1:2024 on erection, use and dismantling of scaffolding • No access equipment may be loaded above the level of the guardrail • No access equipment to be loaded above its safe working load

	HAZARD	RISK	MINIMUM CONTROL MEASURES
			• Where work involves leaning out on an open leading edge, then all personnel are to be fitted with full body harness. The harness must be connected at all times • All fall arrest equipment to be correctly maintained • Ensure if ladders are being used for access, they are either footed or tied. Also, the ladder must be set at the correct level of 1 in 4 or approximately 75°
39.	Working with Effluent	Contact with effluent causing sickness or disease	• ensure good hygiene facilities • personnel to be competent in work activity • personnel to wear appropriate personal protective equipment such as goggles, overall, gloves and goggles
40.	Hazardous Biological Agents	Serious health effects Fatality Pandemic Epidemic	• Any person who is or might be exposed to HBAs must obey any lawful instruction given by or on behalf of the employer or a self-employed person regarding— • (a) the prevention of an uncontrolled release of an HBA; • (b) the adherence to instructions regarding environmental and health practices, personal hygiene and good housekeeping; • (c) the appropriate use of personal protective equipment and clothing as prescribed by the HBA Regulations and the documented risk assessment; • (d) the appropriate wearing of personal samplers, when necessary, to measure personal exposure to airborne HBAs; • (e) the disposal of materials containing HBAs and the disinfection and decontamination of any workplace contaminated by an HBA; • (f) the reporting during normal working hours for such medical examination or tests as contemplated in the HBA regulations and • (g) information, instruction and training as contemplated in the HBA regulations. • Any person must immediately report to the employer, the health and safety representative or selfemployed person any possible exposure to an HBA at the workplace. •

ANNEXURE D – GUIDELINES TO HEALTH AND SAFETY BILL OF QUANTITIES

DESCRIPTION	UNIT	QTY	RATE	AMOUNT	
				R	C
Preparation of principal contractor's site-specific health and safety plan, safety file, risk assessments, fall prevention/protection plan, Annexure 2 notification to Dept of Labour, demolition method statement, other method statements requested to be prepared for safety reasons, permits, amendments to safety plan during course of project, traffic management / accommodation plans, and any other	Lump sum	Lump sum			

legally required health and safety documentation					
Provision of safety documentation required of the principal contractor for Construction Work Permit application by the safety agent of Dept of Labour, if applicable (note section 2.4 of this safety specification document)	Lump sum	Lump sum			
Provision of current workman's compensation cover for employees for the project, and ensuring that contractors appointed have such cover too	Lump sum	Lump sum			
Health and safety management of principal contractor's employees, visitors, and contractors' employees on site.	Lump sum	Lump sum			
Provision of full time Construction Manager for site, provision of Alternate Construction Manager in absence of Construction Manager and provision of sufficient safety supervision on site	Lump sum	Lump sum			
Provision of full time/ part time SACPCMP registered Construction Health & Safety Officer for site (refer to safety specification for full time / part time requirement) and preparation of safety reports after each safety inspection	Lump sum	Lump sum			
Competence assessment, appointment and required competence and safety training of all principal contractor's legally required appointments for site	Lump sum	Lump sum			
Maintenance of principal contractor's plant and equipment on site so as to be in safe condition, including inspection registers, inspections by competent persons, thorough examination certificates, hand over certificates and related documentation	Lump sum	monthly			
Provision of general safety signage (e.g., first aid, firefighting, traffic safety, excavations, PPE, Assembly Point, noise zones, etc.)	Lump sum	monthly			

DESCRIPTION	UNIT	QTY	RATE	AMOUNT	
				R	C
Provision of medical certificates of fitness for employees on site (Annexure 3)	Lump sum	Lump sum			
Provision of personal protective equipment (PPE) by principal contractor to employees and, as applicable, visitors to site, incl. • reflective vests • hard hats • protective footwear • hearing protection • respiratory protection • safety eyewear • gloves • overalls • Safety harnesses and lanyards • Sunblock • UV Protective clothing / hats / eye wear • Protective thermal wear (heat / wind / cold / rain) • Protective firefighting clothing • Arc flash and electrical protective clothing	Lump sum	Lump sum			
Provision of Fall Prevention and Protection Equipment including. • Rope • Lifelines & Self-Retracting Lifelines (SRL) • Anchor Points • Warning Lines & Area demarcation • Fall Arrest Accessories • Fall Rescue Equipment • Passive Fall Protection Equipment • Confined Space Rescue and Retrieval (In elevated work situations) • Etc.	Lump sum	Lump sum			
Provision of Confined Space work equipment & Training • Training • Air Monitoring Equipment • Ventilation Equipment • Entry Equipment • Personal Protective Equipment • Confined Space Rescue and Retrieval Equipment • Communication Equipment • Etc.	Lump sum	Lump sum			
Holding of safety meetings with safety representatives and safety officers on site on at least monthly basis	Lump sum	monthly			

DESCRIPTION	UNIT	QTY	RATE	AMOUNT	
				R	C
Principal contractor construction safety management attendance at health and safety meetings called by client, professional team, or safety agent	Lump sum	monthly			
Provision of site-specific health and safety induction training for all on site	Lump sum	Lump sum			
Conducting of toolbox talks to employees on health and safety issues on a weekly basis	Lump sum	Lump sum			
Provision of sufficient First Aiders for site as per legal requirements	Lump sum	Lump sum			
Provision of First Aid Boxes for site as per legal requirements	Lump sum	Lump sum			
Provision of sufficient fire extinguishing equipment for site	Lump sum	Lump sum			
Fire drills on site at least 6-monthly basis for duration of project	Lump sum	Lump sum			
Provision of welfare facilities for site (drinking water, toilets, soap, means of drying hands, toilets paper, sheltered eating areas, etc.)	Lump sum	Lump sum			
Provision for safe disposal of waste, spill kits, safe housekeeping, and storage practices	Lump sum	Lump sum			
Provision of leading-edge protection, covers to prevent falls	Lump sum	Lump sum			
Provision of fencing at site camp and to protect excavations	Lump sum	Lump sum			
Compilation of consolidated Safety File at Close Out stage and handover of file to safety agent in hard copy or digital format	Lump sum	Lump sum			
Supply of safety caps on all exposed re-bar	Lump sum	Lump sum			
Any other compliance item in site specific safety specification issued by project client/ safety agent with potential cost implication	Lump sum	Lump sum			
• Item 1					
• Item 2					
• Item 3					
• Item 4					
• Item 5					
Principal contractor's general compliance with respect to the Occupational Health and Safety Act, Construction and other health and safety Regulations apart from other provisions in this bill.	Lump sum	Lump sum			
SUMMARY TOTAL OHS COST PROVISION					

ANNEXURE E – SAFETY SPECIFICATION AND BASELINE RISK ASSESSMENT ISSUE REGISTER

Date of Original Safety Specification Compilation	Compiled By	Issue Date

Revision Summary	Revised By	Revision Date

Acknowledgement:

I, _____representing

_____(Contractor), have satisfied myself with the content of this Health and Safety Specification and shall ensure that our employees and contractors on site comply with the requirements of this document, our safety documentation and health and safety legislation.

_____ _____

Signature of Contractor Date

Comments:

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