


Occupational Health and Safety Baseline risk assessment template																									
Business/Operating unit:		NTCSA Mpumalanga Operations						Telecommunications		Next Review Date (every 2 years):		Template identifier:													
Date: 21-Oct-24					Prepared By: Neo Nokwane		Authorised by:		Name: Johan le Roux		Document identifier		240-168295322												
									Designation: Limpopo Operations Manager		Revision number:		1												
									Signed: 		Revision date:		09/05/2026												
									21-Oct-24																
Refer to Occupational Health and Safety Risk assessment procedure 32-520																									
Hazard Identification		Associated risk		Risk type		What are the possible consequences?		Existing Controls						Risk Priority Rating				Control Owner		Legal and Other Requirements					
List specific activities to be performed taking into consideration the equipment to be used, the personnel involved in the task.		Anything with potential to cause of harm. Note: A hazard can pose more than one risk.		A chance that injury , ill health or damage could occur as a result of uncontrolled hazard.		Safety or health		Consider the worse case scenario without controls?		Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) Elimination Substitution Engineering controls Administrative controls Personal protective equipment (PPE)		Consequence		Likelihood				RCE Risk Control Effectiveness		Person allocated the responsibility for implementing the agreed controls		Where relevant, list the relevant legislative and or Eskom requirements that prescribe the control.			
Site access and security		Actions and Conditions leading to Hijacking, kidnapping, robbery, assault, rape		Possible assault, rape, stress, trauma, being shot		Safety		Possible Injury or fatality		Evaluate of Tender Returnables , Evalutions and Approval of safety files before they mobilise on iste , Conduction site audits		4		D		4D		I		Mostly effective		Telecommunication s and contractor		Line 32.3; Site access procedure (ETPR 0578), Incident Management Procedure (32-95)OHSAS 18001(4.3.1,4.5.3)	
		Poor Road Conditions		Vehicle losing control		Safety		Possible MVA which may lead to injury or fatality		Evaluate of Tender Returnables , Evalutions and Approval of safety files before they mobilise on iste , Conduction site audits		4		C		4C		II		Mostly effective		Telecommunication s and contractor		Line 32.3, 32-520, Safe travelling procedure 240-62946386; OHSAS 18001(4.3.1,4.5.3)	
		Exposure to Raptors/Insects/Reptiles		Possible venomous, bites and stings		Safety		Possible poisonous bites and stings which may lead to Occupational illness or fatality		Evaluate of Tender Returnables , Evalutions and Approval of safety files before they mobilise on iste , Conduction site audits		4		D		4D		I		Mostly effective		Telecommunication s and contractor		Line 32.3; Emergency Plan in case of bees, wasps and tick stings (ETPN1730); OHSAS 18001(4.3.1,4.5.3)	
		Actions and conditions leading to Veld Fires		Possible burns or Smoke Inhalation		Health		Possible Injury or fatality		Evaluate of Tender Returnables , Evalutions and Approval of safety files before they mobilise on iste , Conduction site audits		4		D		4D		I		Mostly effective		Telecommunication s and contractor		Line 32.3; Emergency Preparedness Procedure ETPR 363; OHSAS 18001(4.3.1,4.4.6)	
		Actions and conditions leading to Vandalism		Theft, vandalism, public injury		Safety		Possible public injury or Damage to Property		Evaluate of Tender Returnables , Evalutions and Approval of safety files before they mobilise on iste , Conduction site audits		2		B		2B		IV		Mostly effective		Telecommunication s and contractor		Line 32.3, Site access Procedure (ETPR0578), Incident Management Procedure ETPR0737	
		Fatigue		Falling asleep while driving,		Safety		MVA which may lead to injury or fatality		Safety Awareness on fatigue Management, Availability, implementation and Monitoring of adherence to fatigue Management Procedure (ETTB 1517), Availability, implementation and monitoring of adherence to the travelling Procedure 240-62946386, MVA reports are analysed on a monthly basis to determine trends on excessive km travelled		3		B		3B		III		Mostly effective		Telecommunication s and contractor		Line 32.3, Driver Fatigue management, ETTB 1517, Safe Travelling Procedure 240-62946386; Risk Assessment Procedure 32-520) Task Specific Risk Assessment (ETFM1289)(ETFM1038) OHSAS 18001(4.3.1,4.5.3)	
		Mechanical failures		Defective Vehicle		Safety		MVA which may lead to injury or fatality		Vehicle planned maintenance,pre-trip inspection,		2		A		2A		IV		Mostly effective		Telecommunication s and contractor		Line 32.3; Safe travelling procedure 240-62946386; Risk Assessment Procedure 32-520) Task Specific Risk Assessment (ETFM1289)(ETFM1038) OHSAS 18001(4.3.1,4.5.3)	
		Wild/stray animals		Hitting a straying animal		Safety		MVA which may lead to injury or fatality		Defensive driving, driver awareness including being vigilant, obeying traffic rules		2		A		2A		IV		Mostly effective		Telecommunication s and contractor		Line 32.3, Risk Assessment procedure (32-520), ETFM1038, Task Specific Risk Assessment (ETFM1289); OHSAS 18001(4.3.1,4.5.3)	

Travelling By Road	Over speeding	Collission, losing control of the vehicle, unable to stop in time	Safety	MVA which may lead to injury or fatality	Scheme and hired Vehicles, driver awareness, disciplinary measures	4	C	4C	II	Mostly effective	Telecommunication s and contractor	Line 32.3, Line 54.1 and line 55.3, 55.5;Travelling Procedure 240-62946386, Risk Assessment procedure (32-520), ETFM1038, Task Specific Risk Assessment (ETFM1289), OHSAS 18001(4.3.1,4.5.3)
	Exposure to Hijacking/ robbery	Possible assault, rape, stress, trauma, being shot	Safety	Vehicle being taken, Possible injury or fatality	Risk Assessment done for every task, Training on advanced and Defensive driving, Awareness on Hijacking,	4	C	4C	II	Mostly effective	Telecommunication s and contractor	Line 32.3, Risk Assessment Procedure (32-520); OHSAS 18001(4.3.1,4.5.3)
	Poor Road conditions	Possible puncture or damage to the vehicle tyre	Safety	MVA which may lead to injury or fatality	Awareness on safe driving, training on advance driving, 4x4 training for specific employees	6	A	6A	I	Mostly effective	Telecommunication s and contractor	Line 32.3, Safe travelling procedure 240-62946386; OHSAS 18001(4.3.1,4.5.3)
	Driving in a 4X4 Terrain without appropriate competence	The vehicle may capsize and roll	Safety	MVA which may lead to injury or fatality	4x4 training by employees using 4x4, driver awareness, availability of suitable type of vehicle, permit issued on 4x4 driving. Flash reports for incidents shared through ET communications	5	D	5D	I	Mostly effective	Telecommunication s and contractor	Line 32.3, ETPR0364 and Safe travelling procedure 240-62946386; OHSAS 18001(4.3.1,4.5.3)
	Adverse weather conditions (Heavy rain, hail storm, heavy winds, snow)	Hitting vehicle in front or side, Adverse road conditions, hypothermia,	Safety & Health	MVA which may lead to injury or fatality	Implementation and monitoring adherence to Procedures prohibiting work in bad weather condition (travelling Procedure Safe travelling procedure 240-62946386), Awareness on travelling during bad weather conditions, training on skidpan, Awareness on limiting working only to extreme cases, defensive driving course, Wearing Personal Protective Clothing (Gloves and Winter Jacket)	5	D	5D	I	Mostly effective	Telecommunication s and contractor	Line 32.3, Safe travelling procedure 240-62946386, ET Communication; OHSAS 18001(4.3.1,4.5.3)
	Poorly Maintained Gravel Road	Vehicle slipping and capsizing	Safety	MVA which may lead to injury or fatality	Advanced driver training, driver awareness, availability of a gravel road Practice note(ETPN1249) used to manage driving, Incident Monitoring	4	D	4D	I	Mostly effective	Telecommunication s and contractor	Line 32.3, Safe travelling procedure 240-62946386, ET Fleet Policy, Off-road practice note (ETPN1249); ETTB1250; OHSAS 18001(4.3.1,4.5.3)
	Pedestrians crossing the road	Hitting a straying animal	Safety	MVA which may lead to injury or fatality including Public	Defensive driving, safe driver awareness, Awareness on safe driving(Put headlights on, limit night time driving)	4	D	4D	I	Mostly effective	Telecommunication s and contractor	Line 32.3, Safe travelling procedure 240-62946386, ET Fleet Policy, OHSAS 18001(4.3.1,4.5.3)
	Other negligent road users	Colliding with other vehicles	Safety	possible motor vehicle pile-up (MVA) which may lead to injury or fatality including Public	Continuous risk assessment, Safe Driver awareness(Road rage, avoiding reckless drivers, Giving way irrespective of being right)	5	C	5C	II	Mostly effective	Telecommunication s and contractor	Line 32.3, Line 54.22, Safe travelling procedure 240-62946386, ET Fleet Policy, OHSAS 18001(4.3.1,4.5.3)
	Unsafe driving	causing an accident (Collission, losing control of vehicles)	Safety	possible motor vehicle pile-up (MVA) which may lead to injury or fatality including Public	Awareness raised on dangers of using means of communication while driving, Pool Vehicle Management through Introduction of OBC's, driver training & awareness, apply disciplinary measures for any transgressions to OBC	5	C	5C	II	Mostly effective	Telecommunication s and contractor	Line 32.3, Line 54.14, Safe travelling procedure 240-62946386, ET Fleet Policy, OHSAS 18001(4.3.1,4.5.3)
	Night driving	Being involved in an accident (Collission, hitting pedeinstrians, hitting straying animals etc)	Safety	MVA which may lead to injury or fatality including Public	Awareness on dangers of driving at night, Risk assessment, buddy system.	5	D	5D	I	Mostly effective	Telecommunication s and contractor	Line 32.3, Safe travelling procedure 240-62946386; OHSAS 18001(4.3.1,4.5.3)
	Unroadworthy vehicle	Vehicle Breakdown or parts failure	Safety	MVA which may lead to injury or fatality including Public	Pre-trip inspection, vehicle service, Safe vehicle safety specification (Eskom Vehicle Safety Specification 32-345)	5	D	5D	I	Mostly effective	Telecommunication s and contractor	Line 32.3, line 54.10; Procedure 32-95; OHSAS 18001(4.3.1,4.5.3)
	Road Works	Vehicle Collision	Safety	MVA which may lead to injury or fatality including Public	Training Defensive driving, Safe driver awareness(obeying traffic rules, Report road works in toolbox talk) , 240-62946386	5	C	5C	II	Mostly effective	Telecommunication s and contractor	Line 32.3, Safe travelling procedure 240-62946386;OHSAS 18001(4.3.1,4.5.3)
	Driving through a herd of cattle	Damage to vehicle	Safety	Possible damage to vehicle or injury	Staff awareness - allow full herd of cattle to pass across road before driving through	5	C	5C	II	Fully effective	Telecommunication s and contractor	Line 32.3; 32-520; OHSAS 18001(4.3.1,4.5.3)
	Travelling in areas where there are protests	Loss of control of the vehicle	Safety	Possible damage to vehicle and/or injury/fatality	Safe Driver awareness, protests safety alerts. Sharing protest alerts on possible strike action which enable one to assess the risk. Pre task risk assessment conducted	5	C	5C	II	Mostly effective	Telecommunication s and contractor	Line 32.3; 32-520; OHSAS 18001(4.3.1,4.5.3)
	Driving below the bridges during flash floods	Loss of control of the vehicle	Safety	Possible damage to vehicle and/or injury/fatality	Awareness raised on hot spot areas	4	C	4C	II	Mostly effective	Telecommunication s and contractor	Line 32.3, 32-520; OHSAS 18001(4.3.1,4.5.3)
	Corona Virus Outbreak	Employees contracting the virus leading to reduced productivity or staff atrition	Health	Possible illhealth or death	Lockdown. Essential employees identified and given PPE for protection. Awareness raised on COVID 19	5	B	5B	II	Mostly ineffective	Responsible Manager	Disaster Management Act 57 of 2002 (updated 2020/03/19)
	Poor hygiene practices	possibility of contracting the disease and spreading it which will in turn lead to productivity decline from fearful and unfit employees	Health	Possible illhealth or death	Awareness raised on the importance of regular handwashing	3	B	3B	III	Mostly effective	Responsible Manager	Covid 19 control measures protocols
	Not maintaining social distancing	possibility of contracting the disease and spreading it which will in turn lead to productivity decline from fearful and unfit employees	Health	Possible illhealth or death	Awareness raised on the importance of social distancing. Employees permitted to work from home. Adherence to lockdown managed through work permit system	3	B	3B	III	Mostly effective	Responsible Manager	Covid 19 control measures protocols
	Multiple staff working in overcrowded work areas	Possible spread of infection	Health	Possible illhealth or death	Lockdown measures implemented. Awareness raised on social distancing.	4	A	4A	III	Mostly effective	Responsible Manager	Covid 19 control measures protocols
	Unhygienic use of breathalisers and biometrics units	Possible spread of infection	Health	Possible illhealth or death	Breatherlyzer testing has been stopped	3	B	3B	III	Mostly effective	Responsible Manager	Covid 19 control measures protocols
	Non adherence to lockdown rules	Possible spread and contracting of infection	Health	Possible illhealth or death indirectly affecting the duration of the lockdown hence impact the economy	Clocking system used during working hours. Essential services provided with permits to go to work only when it is absolutely necessary	4	A	4A	III	Mostly effective	Responsible Manager	Covid 19 control measures protocols

Movement around and entry in the working environment and carrying out daily ouptputs - During COVID-19 outbreak	Lack of awareness on covid 19 effects and precautions	Acts conditions existing which may lead to spread and contracting of the virus	Health	Possible illhealth or death indirectly affecting the duration of the lockdown with huge financial implication with direct impact on the economy	Continuous awarenesss presentations sent out via emails	4	B	4B	III	Mostly effective	Responsible Manager	Covid 19 control measures protocols
	Not screening employees and other individuals entering the workplace	Infected individuals entering the workplace and spreading the virus	Health	Possible illhealth or death indirectly affecting the duration of the lockdown with huge financial implication with direct impact on the economy	Screening of employees done at entrances. Plan dealing with screening in place and implemented	5	C	5C	II	Mostly ineffective	Responsible Manager	Covid 19 control measures protocols
	Non provision of hand sanitizer	Employees who had contact with the virus being infected through touching their nose and mouth or spreading the virus by touching surfcres in the workplace	Health	Possible illhealth or death indirectly affecting the duration of the lockdown with huge financial implication with direct impact on the economy	approved hand sanitizers are placed at strategic points in line with the ERE plan	4	B	4B	III	Mostly effective	Responsible Manager	Covid 19 control measures protocols
	Not sanitising of work surfaces (Common areas, equipment etc)	Spreading the virus through touching of contaminated surfaces	Health	Possible illhealth or death indirectly affecting the duration of the lockdown with huge financial implication with direct impact on the economy	Surface sanitizer schedule in place. Cleaning done as per the schedule	4	B	4B	III	Mostly effective	Responsible Manager	Covid 19 control measures protocols
	No/poor provision of hand washing facilities(Soap, running water, paper towel etc)	Possible spread of the infection	Health	Possible illhealth or death indirectly affecting the duration of the lockdown with huge financial implication with direct impact on the economy	Hand washing facilities are in place. Provision of hand washing soap outsourced	4	C	4C	II	Mostly ineffective	Responsible Manager	Covid 19 control measures protocols
	Not having measures in place to deal with personnel presenting with the symptoms (Isolation facilities, means of transport)	Possible spread of the infection	Health	Possible illhealth or death indirectly affecting the duration of the lockdown with huge financial implication with direct impact on the economy	Medical facility available in some of the premises.	6	C	6C	I	Mostly ineffective	Responsible Manager	Covid 19 control measures protocols
Working in close proximity to co-workers who may have infectious diseases	Exposure to Hazardous Biological Agents	Possibility of contracting communicable diseases such as resistant TB,	Health	Occupational Illness	Medical clinic on site, pre, periodic and post medical surveillance programme in place and implemented, Health awareness raised	5	C	5C	II	Mostly effective	Responsible Manager	Line 32.3, 34.6, 44.2, 44.3; OHSAS 18001(4.3.1,4.4.6)
Working in close proximity to co-workers who may have communicable infections	Exposure to communicable diseases	Possibility of contracting diseases through contact, such as cholera, Hepatitis A	Health	Occupational Illness	Raising awareness in personal Hygiene, Availability of facilities for hand washing and for drying of hands	4	D	4D	I	Mostly effective	Responsible Manager	Line 32.3, 34.6, 44.2, 44.4; OHSAS 18001 (4.3.1,4.4.6)
Carrying out daily ouptputs	Work overload	Poor performance	Health	Fatigue, burnout, possible injury, stress depression	Toolbox talks conducted to allocate work evenly, EAP in place, completion of time sheets in workplace to monitor employee utilization, awareness raised on the effects of burnout through wellness [50% level transfer, skill transfer mandatory]	4	C	4C	II	Mostly ineffective	Responsible Manager	Basic condions of employment Act
	Workplace Harassment (victimization, sexual harassment and Bulying, etc)	Mental Health issues anxiety, depression, stress, etc.)	Health	Severe effects on productivity, work attendance, working relationships, employee morale, health and wellbeing (physical and psychological), employee confidence and Eskom's reputation. Absenteism, Suicidal,Substance abuse,	HR Procedures (32-1115), EAP in place; Basic Condition of Employment, Employment Equity 55 of 1998	4	C	4C	II	Mostly ineffective	Responsible Manager	CHR Procedures (32-1115), Employment Equity 55 of 1998 & Basic Condition of Employment 75 of 1997 Labour Relations Act 66 of 1995, as amended
Working on an equipment	Incorrect Storage and Stacking	Equipment falling	Safety	Possible injury	Storage facilities allocated internally to ensure that equipment is properly stacked and stored appropriately	2	A	2A	IV	Fully effective	Responsible Managers and CPM Personnel	Line 32.3, Line 34.10; ETFM 1042 Stacking inspection Checklist, ETFM 1132 Storage and stacking appointment; ISO 45001(4.3.1,4.5.3)
	Poor Housekeeping	Risk of fire	Safety	Possible injury	Proper Storage areas Available, SHE Inspections conducted, , restricted access, emergency preparedness procedure, contingency plan, adequate lighting and awareness	2	A	2A	IV	Fully effective	Line Management, CPM Personnel, Head of sections/supervisors, Employees	Line 32.3, Line 40.6; ISO 45001(4.3.1,4.5.3)
	Unhygienic Conditions	Possible infections from bacterial infestation and Rodent infestation	Health	Possible Occupational Illness	Monthly Health and Safety Inspections done on work areas including hygiene facilities by SHE Representatives, Deviations reported to facilities, Deviations escalated to SHE Committee for tracking and closure	2	A	2A	IV	Fully effective	Line Management, CPM Personnel, Head of sections/supervisors, Employees	Line 32.3, Line 42.5; SHE rep Inspection form ETFM 1089, ETFM 1030 Hygiene Facilities inspection, 32-520; ISO 45001(4.3.1)
	Poor Ventilation	Poor indoor air quality	Health	Possible Occupational Illness	Hygiene surveys conducted periodically, Breakdown maintenance conducted by facilities on the Aircon system	2	A	2A	IV	Fully effective	Line Management, CPM Personnel, Head of sections/supervisors, Employees	Line 32.3, Line 40.5, Occupational Hygiene Programme, ISO 45001(4.3.1,4.5.1)
	Incorrect Loading and Off-loading (Lifting)	Body strain and muscle pull	Health	Possible injury	Availability of a Manual Handling guideline Awareness, Training and awareness,	3	A	3A	IV	Fully effective	Line Management, CPM Personnel, Head of sections/supervisors, Employees	Line 32.3; Manual Handling Procedure ETGL0611; ISO 45001(4.3.1,4.4.6)
Equipment Handling	Incorrect lifting and Loading	Body strain and muscle pull	Health	Possible injury and occupational illness	Availability and implementation of a Manual Handling guideline Awareness, Training and awareness, equipment casing allocated in pool vehicles	2	B	2B	IV	Fully effective	Line Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3; 32-520; Manual Handling Guideline ETGL0611; ISO 45001(4.3.1,4.5.3)
	Ergonomics	Body strain and muscle pull	Health	Possible injury or illness	Risk assessment, awareness, inspections	2	A	2A	IV	Fully effective	Line Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3; Manual Handling Guideline ETGL0611; ISO 45001(4.3.1,4.5.3)
	Incompetence in the use of equipment	Possible Pricks, Stabbing, and punctures	Safety	Possible injury	Training procedure, skills management training, Technical training matrix in place and implemented	3	B	3B	III	Mostly effective	Line Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3; ISO 45001, Equipment installation Standard ETST0486; ISO 45001(4.3.1,4.4.2)
	Use of Faulty Equipment	Possible electrical Shock	Safety	Possible injury	Procedure on calibration of equipment in place, Quality test certificate in place, Supplier takes the risk of replacement for faulty equipment. Equipment configured before installation	2	B	2B	IV	Fully effective	Line Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3; 32-520; ISO 45001(4.3.1)
Equipment Installation & Monitoring of the	Defective Hand Tools	Possible Pricks, Stabbing, and punctures	Safety	Possible injury	Toolbox issued to all technicians, Regular inspection of tools, Contractor Management	2	B	2B	IV	Fully effective	Line Management, Programme Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3; Hand tools Procedure (ETPR0737) Tools inspection checklist (ETFM1556); ISO 45001(4.3.1,4.5.3)
	Incorrect use of a Ladder	Possibility of falling	Safety	Possible injury	Ladder inspectors appointed, monthly inspection of ladders	2	B	2B	IV	Fully effective	Line Management, Programme Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3, GSR- Safe use of Ladders

Installation	Lightning strikes and surges	Damage to equipment/Electrocution	Safety	Possible damage to equipment and/or injury/fatality	Proper earthing protection at sites. Not working outside during lightning storms	3	A	3A	IV	Fully effective	Line Management, Programme Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3, 32-520; ETST0017; ISO 45001(4.3.1,4.4.6)
	Incorrect Hand Tools (improvisation)	Possible Pricks, Stabbing, and punctures	Safety	Possible minor, Major injury or fatality	Toolbox issued to all technicians, Regular inspection of tools, tools managed in terms of replenishing tools that are worn out	2	B	2B	IV	Fully effective	Line Management, Programme Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3; Hand tools Procedure (ETPR0737) Tools inspection checklist (ETFM1556); ISO 45001(4.3.1,4.5.3)
Pulling of cables in the equipment room	Incorrect pulling of cables	Possibility of being struck by the loose cable or Whiplash	Safety	Possible minor or major injuries	Task Risk assessment conducted	2	B	2B	IV	Fully effective	Line Management, Senior Supervisor	Line 32.3, 32-520;ISO 45001(4.3.1,4.4.6)
	Cables lying around the equipment room	Possibility of trips, and fall	Safety	Minor or major injuries	Inspections of high site is carried out periodically, BSO conducted on periodically,	3	A	3A	IV	Fully effective	Line Management, Senior Supervisors	Line 32.3, 32-520;ISO 45001(4.3.1,4.4.6)
Working in an AC environment (Earth leakage testing)	Exposure to live wires	Electrocution	Safety	Possible injury or fatality	Employees accessing sites trained on safe handling of AC. Employees undergo low voltage authorization. Correct PPE issued and tested as required. Employees assessed every three Years. Awareness on life saving rules	2	B	2B	IV	Fully effective	Line Management, Programme Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3, Line 61
	Incompetence in handling AC	Possible electrocution or shock	Safety	Possible injury or fatality	Employees accessing sites trained on safe handling of AC. Employees undergo low voltage authorization. Correct PPE issued and tested as required. Employees assessed every three Years. Awareness on life saving rules	3	B	3B	III	Mostly effective	Line Management, Programme Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3, Line 61
	Short Circuiting	Possible fire	Safety	Possible injury or fatality	Employees accessing sites trained on safe handling of AC. Employees undergo low voltage authorization. Correct PPE issued and tested as required. Employees assessed every three Years. Awareness on life saving rules	3	B	3B	III	Mostly effective	Line Management, Programme Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3, Line 46.3, Line 46.4; ETPL1233, Fall Protection Plan, ISO 45001(4.3.1,4.4.6; 4.4.2)
AC Installation - Light fittings	Exposed live wires	Possible shock or electrocution	Safety	Possible injury or fatality	Employees accessing sites trained on safe handling of AC. Employees undergo low voltage authorization. Correct PPE issued and tested as required. Employees assessed every three Years. Awareness on life saving rules	3	B	3B	III	Mostly effective	Line Management, Programme Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3, Line 46.4; Tower construction Specification ETSP0386, SHE Specification 32-524, 32-726; ISO 45001(4.3.1,4.4.6)
Site Maintenance and vegetation management	Improper use of PPE	Body exposed to hazards at site	Safety	Possible Injury	Awareness on the importance of wearing PPE raised, pre-task risk assessment, Behavioural Safety observations conducted, correct PPE issued	2	A	2A	IV	Fully effective	Line Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3, Line 34.2; ETFM1129, ETFM1564; ISO 45001(4.3.1,4.4.6)
	Exposure to Hazardous chemical substances (Herbicides)	Possible Skin contact(irritation) and inhalation of fumes	Health	Possible Occupational Illness	Herbicide procedure in place and implemented, Awareness given on safe use of herbicides, correct PPE issued, Chemical inventory in place, MSDS's in place	2	A	2A	IV	Fully effective	Line Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3, line 41.9, line 41.10, line 41.11; Safe management and use of herbicides & pesticides ETPR0730, Herbicides Application, ETFM1039, (ETTB1520) Safe disposal of Herbicide containers: ISO
	Exposure to Raptors/Insects/Reptiles	Possible venomous, bites and stings	Safety	Possible poisonous bites and stings which may lead to Occupational illness or fatality	Portable first aid kits with minimum content issued to all employees accessing the site, Risk assessment conducted, Availability of bite and sting kit, Level 2 first training attended, continuous awareness, Issue/use PPE	3	B	3B	III	Mostly effective	Line Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3; Emergency Plan in case of bees, wasps and tick stings (240-102888502); ISO 45001(4.3.1,4.4.6)
Handling of Hazardous Chemical Agents	observing and allowing Incompetence in Handling of HCS (Fuel and Herbicides)	Possible inhalation of HCS fumes	Health	Occupational Illness (Respiratory Infection)	Training on Handling of hazardous Chemical Substances conducted, Training analysis on relevant training to be conducted, Training and awareness procedure in place	3	A	3A	IV	Fully effective	Line Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3, Line 41.2, 41.3, 41.4; Safe handling of hydrocarbon procedure (ETPR1280) ISO 45001(4.3.1,4.4.2)
	Improper fuel storage	Possible fire due to chemical reaction	Safety	Possible Injury or fatality	Training provided on handling of Hazardous Substances, Proper storage provided where fuel is stored, Safe handling of hydrocarbon procedure in place	2	A	2A	IV	Fully effective	Line Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3, Line 41.2, 41.12; Safe handling of hydrocarbon procedure (ETPR1280) ISO 45001(4.3.1,4.4.6)
	Exposure to inhalation of fumes	Inhalation of fumes	Health	Possible Lung infection, injury,	Correct PPE issued to relevant employees, Awareness raised on the correct use when handling HCS,	2	B	2B	IV	Fully effective	Line Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3, Line 41.10, 41.8;ISO 45001(4.3.1,4.4.6; 4.5.1)
Open, and isolate the circuit breaker and lockout	Not following the correct process of isolating	Possible shock or electrocution	Safety	Possible injury or fatality	Employees accessing sites trained on safe handling of AC. Employees undergo low voltage authorization. Correct PPE issued and tested as required. Employees assessed every three Years. Awareness on life saving rules	3	B	3B	III	Mostly effective	Line Management, Programme Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3, Line 46.7, Line 34.2, Line 46.3, Line 46.4; 32-524, 32-726; ISO 45001(4.3.1,4.4.6)
	Adverse weather conditions (Heavy rain, hail storm, heavy winds)	Slip and Fall from the Tower	Safety	Falling may cause Major injury or fatality	Procedure availability, implementation and monitoring of working at heights, Awareness raised on the procedure, Behavioural Safety Observation conducted to monitor unsafe acts such as climbing a Tower when the weather is not conducive,	4	B	4B	III	Mostly effective	Line Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3, line 46.6; ETPR0647, 32- 418; ISO 45001(4.3.1,4.4.6; 4.5.3)

Working at Heights	Actions and conditions leading to Slip and fall	Slip and Fall from the Tower	Safety	Major injury or Fatality	Correct use of proper PPE, Availability of a fall protection plan, plan implemented, Periodic Medical fitness done on relevant employees, Monthly monitoring of statistics. Fall protection plan in place and implemented	4	B	4B	III	Mostly effective	Line Management, SHEQ Personnel, Head of sections/supervisors, Employees	line 46.6, line 46.7, Line 34.2, 32-418, ETPL1233; ISO 45001(4.3.1, 4.4.6; 4.5.3)
	Incorrect use of PPE	PPE may become loose causing a fall	Safety	Major injury or Fatality	PPE issued to all employees, Awareness on use of PPE, PPE inspected on a monthly basis	4	B	4B	III	Mostly effective	Line Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3, Line 34.2; PPE Inspection Sheet (ETFM1129), PPE Issue Register (ETFM1564); ISO 45001(4.3.1, 4.4.6; 4.5.3)
	Inadequate training	Possibility of falling	Safety	Major injury or Fatality	Training need analysis done and included in the IDP's, SHEQ Training and awareness procedure in place, Training matrices in place and implemented, Fall arrest training included as an accreditation which assist with ensuring that competence is monitored	4	B	4B	III	Mostly effective	Line Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3, Line 34.2; Line 46.7; ISO 45001, Competence training and awareness procedure (32-477), Workplace accreditations; ISO 45001(4.3.1, 4.4.2; 4.5.3)
	Medical unfitness	Possibility Falling due to not being well	Safety	Major injury or Fatality	Baseline Health Risk Assessment in Place, Medical surveillance in place, Man-job-specifications done, Medical fitness included as part of the accreditations to monitor its validity	3	B	3B	III	Mostly effective	Line Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3, line 46.7, 32-524, Medical Surveillance, Fall protection Plan (ETPL1233); ISO 45001(4.3.1, 4.4.6; 4.5.3)
	Poorly maintained Ladders (Cat Ladders)	Possibility of ladder breaking causing Falling	Safety	Possible Minor/ Major injury	Procedure on ladder management is in place and implemented, monthly inspection of ladder are conducted,	4	B	4B	III	Mostly effective	Line Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3, Line 34.11, ETPR1119, ETFM 1032; ISO 45001(4.3.1,4.4.6; 4.5.3)
	Exposure to Electromagnetic Radiation	Non Ionising Radiation Poisoning	Health	Possible Occupational Illness	Monitoring of radiation has been done which indicated less exposure, for any work to be done on the dish, the power is switched off especially on sites shared, warning signs put up on towers	2	A	2A	IV	Fully effective	Line Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3, ETR1331; ISO 45001(4.3.1,4.4.6; 4.5.3)
	Structural failure	Possible Falling or being hit by collapsed structure and flying objects	Safety	Major injury or Fatality	Structural Analysis conducted, Action plans developed to implement recommendations, Periodic audits conducted for structure maintenance,	4	C	4C	II	Mostly ineffective	Line Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3, Line 46.8; Line 46.10, Line 46.13, ETSP0158, ETSP0383, ETSP0422; ISO 45001(4.3.1,4.4.6; 4.5.3)
	Incorrect Climbing	Possible Falling	Safety	Major injury or Fatality	Training attended on tower climbing and rescue, approved full safety harnesses issued as part of PPE, PPE Inspections done on a Monthly basis, working at heights procedure available and implemented, Continuous awareness raised, behavioural Safety Observations conducted on a continuous basis. Monthly reports analysed	3	A	3A	IV	Fully effective	Line Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3. line 34.9, Line 46.6, line 46.7; ETPL1233, 32-520; ISO 45001(4.3.1, 4.4.6; 4.5.3)
	Structure overloading	Possible Collapse of the Structure	Safety	Major injury or Fatality or Damage to Property	Structural analysis done and recommendations implemented. Pre Engineering and Design done	4	B	4B	III	Mostly effective	Line Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3, line 46.8; Line 46.10, ETSP0158, ETSP0383, ETSP0422; ISO 45001(4.3.1,4.4.6; 4.5.3)
	Incorrect Equipment hauling	Possible equipment falling which may cause the persons fall or injuring those standing below the structure	Safety	Major injury or Fatality or Damage to Property	Safe hauling procedure in place. Training available for personnel doing hauling, Hauling equipment inspections	4	B	4B	III	Mostly effective	Line Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3; Safe Hauling Procedure (ETPR0745), Inspection and maintenance of Hauling kit (ETFM1041); ISO 45001(4.3.1, 4.4.6; 4.5.3)
	Ergonomics	Possible body strain and twisting	Safety	Possible Occupational Illness	Awareness raised on ergonomics, Continuous risk assessment conducted for specific tasks. Occupational Health Risk Assessment conducted	2	B	2B	IV	Fully effective	Line Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3; Manual Handling Guideline (ETG0611); ISO 45001(4.3.1, 4.4.6; 4.5.3)
	Falling/moving objects	Struck by a free falling object	Safety	Possible injury, Fatality or Damage to property	Specific Task Risk Assessment conducted for specific work, Chin strap hard hat issued to relevant employees who gains access to site, awareness raised on the use of hard hats when under the Tower, identification and use of a drop zone	3	B	3B	III	Mostly effective	Line Management, SHEQ Personnel, Head of sections/supervisors, Employees	Line 32.3, PPE Specification; ISO 45001(4.3.1,4.4.6; 4.5.3)

R	Safety	1 A	Fully effective	I
N	Health	2 B	Mostly effective	II
		3 C	Mostly ineffective	III
		4 D	None	IV
		5 E		