

	Tutuka Power Station Specification	Safety File 9
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Title: **SHEQ Specification for Contractors**
 Unique Identifier: **14RISK SRM-084**

Alternative Reference Number: **00084**

Area of Applicability: **Tutuka**


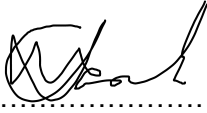
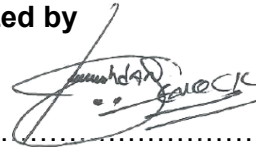
Functional Area: **Safety**

Revision: **4**

Total Pages: **28**

Next Review Date: **January 2024**

Disclosure Classification: **CONTROLLED DISCLOSURE**

Compiled by  T Mpoyi Snr Advisor OHS Date: 18.01.2021	Functional Responsibility  T Maseko Occupational Hygiene Health & Safety Risk Manager Date: 19.01.2021	Authorized by  E Sindane Risk and Assurance Manager(Acting) Date: 19.01.2021
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1. INTRODUCTION

Eskom's Zero Harm goal extends not only to our own employees, but to our contractors as well.

This contractor Safety, Health, Environmental and Quality specification has been developed as one of the tools necessary to define processes governing contractor Safety, Health, Environment and Quality within Eskom Tutuka PowerStation. Contractors are expected to co-operate with applicable SHE legal and Eskom SHEQ requirements to ensure that Eskom's goal of zero harm is achieved.

The Contractor shall develop a SHE plan and prepare a SHE file which meets these requirements as well as all the relevant applicable legislation. The Principal contractor shall remain accountable for the health and safety of his employees and sub-contractor employees.

2. SUPPORTING CLAUSES

2.1 SCOPE

These guidelines contain the minimum requirements for the Tutuka Contractor Health, Safety, Environment and Quality Management.

2.1.1 Purpose

This specification is intended to ensure contractor health & safety, the duty of care to the environment and quality work processes, during and after contract/project life-cycle.

2.1.2 Applicability

This document shall apply to all contractors working for or on behalf of Eskom Tutuka PowerStation.

2.2 NORMATIVE/INFORMATIVE REFERENCES

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

2.2.1 Normative

- [1] ISO 9001 Quality Management Systems.
- [2] 32-296: Integrated SHE Organisation, Roles and Responsibilities, and Statutory Appointments Procedure
- [3] 32-727: Safety, Health, Environment, and Quality Policy
- [4] 32-726: Mandatory SHE Requirements for Eskom Procurement and Supply Chain Management
- [5] 240-62196227: Life-saving Rules Standard
- [6] 32-245: Waste Management Procedure
- [7] 32-248: Environmental Management Programme
- [8] 32-477: Safety, Health, and Environment Training and Development
- [9] 32-524: Developing a SHE specification
- [10] 32-136: Contractor Health and Safety Requirements Standard

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- [11] 32-529: Occupational Health and Safety Risk Management Process
- [12] 32-407: Behaviour Safety Observation Procedure
- [13] The Constitution of the Republic of South Africa, 108 of 1996 (particularly Section 24 of the Bill of Rights).
- [14] 32-123: Emergency Planning
- [15] 32-124: Eskom Fire Risk Management
- [16] 32-108: Firefighting Organisation
- [17] 240-62946386: Vehicle and Driver Safety Management Procedure
- [18] 32-37: Substance Abuse Procedure
- [19] 32-95: Eskom Procedure Manual for Performing Occupational Health & Safety Management & Environmental Management : Conducting EH&S Incident Management
- [20] 32-418: Working from Heights Procedure
- [21] 32-36: Smoking Policy
- [22] 32-37 Eskom Substance Abuse Procedure.
- [23] 32-520: Procedure Manual for Performing Occupational Health and Safety Management and Environmental Management: Conducting EH&S Risk Assessment
- [24] 32-345: Eskom Vehicle Safety Specification
- [25] 32-1112: Eskom Disciplinary Code (Standard)
- [26] 32-1113: Eskom Disciplinary Procedure
- [27] 32-1034: Eskom Procurement and Supply Chain Management Procedure
- [28] 32-846: Operating Regulations for High Voltage Systems
- [29] 32-681: Plant Safety Regulations
- [30] 32-95: Environmental, Occupational Health and Safety Incident Management Procedure
- [31] 32-418 Eskom Procedure Working at Height
- [32] 240-44175038: Control of Non-conforming Product or Service Procedure
- [33] 240-46569633: Professional and Statutory registration for Construction Project Managers and Supervisors with SACPCMP
- [34] 240-44175132: Eskom Personal Protective Equipment Specification
- [35] Project and Construction Management Professions Act, 2000 (Act No. 48 of 2000)
- [36] National Environmental Management Act No 107 of 1998
- [37] National Environmental Waste Act 59 of 2008
- [38] Occupational Health and Safety Act and Regulations No 85 of 1993
- [39] Mine Health and Safety Act (29 of 1996).
- [40] Compensation for Occupational Injuries and Diseases Act (130 of 1993)
- [41] Basic Conditions of Employment Act No 75 of 1997.
- [42] National Road Traffic Act 93 of 1996.
- [43] Tutuka Procedure 14RISK SRM-082: Health & Safety of Children at Work

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- [44] Tutuka Emergency Preparedness Procedure 14EPPRARL-001
- [45] Tutuka Procedure: Receiving, Storing, Issuing & handling of Hazardous Chemical Substances 14SAPR GEN-009
- [46] Tutuka Removal Permit/Waybill Control Procedure 14 PSPR WBC-001
- [47] Tutuka Waste Management Procedure: 14RISK ENV-013
- [48] Tutuka Procedure: SHE Management Induction of Eskom Permanent Employees, Visitors and Contractors 14RISK SRM PC-003
- [49] Tutuka Procedure: Industrial Radiographic Source Control 15MSS-1267

2.2.2 Informative

- [1] 32-282: Procedure for Medical Surveillance
- [2] 32-303: Requirements for the Safe Processing, Storage, Removing, and Handling of Asbestos-containing Materials, Equipment, and Articles Procedure
- [3] Environment Conservation Act 1989 (Act 73 of 1989).
- [4] Tobacco Products Control Act 83 of 1993 (Updated 2011.05.19)
- [5] National Water Act 1998 (Act 36 of 1998).
- [6] National Building Regulations and Buildings Standards Act 103 of 1977.
- [7] Applicable South African National Standards (SANS).
- [8] Applicable international standards.
- [9] OHSAS 18001:2007, ISO 9001:2008 and ISO14001:2004,ISO 45001:2018

2.3 DEFINITIONS

2.3.1 Classification

- a. **Controlled disclosure:** controlled disclosure to external parties (either enforced by law, or discretionary).
- b. **Act:** Occupational Health and Safety Act, 85 of 1993.
- c. **Agent:** a competent person who acts as a representative for the client for construction work which requires a permit/notification. An agent may be Eskom internal or external person.
- d. **Client:** Any person for whom construction work is performed, i.e. Responsible contract manager/Eskom representative.
- e. **Competent person:** any person having the knowledge, training, experience and qualifications specific to the work or task being performed.
- f. **Construction work: (any work in connection with)**
 - The construction, erection, maintenance, alteration, renovation, repair, demolition or dismantling of or addition to a building or any similar structure;
 - The installation, erection, dismantling or maintenance of a fixed plant where such work includes the risk of a person falling.

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- The construction, maintenance, demolition or dismantling of any bridge, dam, canal, road, railway, runway, sewer or water reticulation system or any similar civil engineering structure; or
- The moving of earth, clearing of land, the making of an excavation, piling, or any similar type of work.
- g. **Contractor:** an employer, as defined in section 1 of the Act, who performs construction work and includes principal contractors.
- h. **Excavation work:** the making of any man-made cavity, trench, pit or depression formed by cutting, digging or scooping.
- i. **Fall prevention equipment:** equipment used to prevent persons from falling from an elevated position, including personal equipment, body harness, body belts, lanyards, lifelines or physical equipment, guardrails, screens, barricades, anchorages or similar equipment.
- j. **Fall arrest equipment:** equipment used to arrest the person in a fall from an elevated position, including personal equipment, body harness, lanyards, deceleration devices, lifelines or similar equipment, but excludes body belts.
- k. **Fall protection plan:** a documented plan, of all risks related to working from an elevated position, considering the nature of work undertaken, and setting out the procedures and methods to be applied in order to eliminate the risk.
- l. **Hazard:** a source of, or exposure to danger.
- m. **Hazard identification:** the identification and documenting of existing or expected hazards to the health and safety of persons, which are normally associated with the type of construction work being executed or to be executed.
- n. **Health and safety file:** a file or other record in permanent form, containing the information required as contemplated in these regulations.
- o. **Incident:** an undesired event that could or does downgrade the efficiency of the business operation.
- p. **Principal contractor:** an employer appointed by the client to perform construction work.
- q. **Risk assessment:** a program to determine any risk associated with any hazard in order to identify the steps needed to be taken to remove, reduce or control such hazard.
- r. **First aid incident:** treated by the sister or first aider.
- s. **Medical incident:** incident treated by a doctor.
- t. **Lost time incident:** employee is booked off from work/ light duty prescribed by a doctor due to the incident.

2.4 ABBREVIATIONS

Abbreviation	Description
BCEA	Basic Conditions of Employment Act
CEO	Chief Executive Officer
COID	Compensation for Occupational Injuries and Diseases
CR	Construction Regulations
DMR	Driven Machinery Regulations
ER	Environmental Regulations
GAR	General Administration Regulations
GMR	General Machinery Regulations

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Abbreviation	Description
GSR	General Safety Regulations
HCS	Hazardous Chemical Substances
HCSR	Hazardous Chemical Substances Regulations
H&S	Health and Safety
HIRA	Hazard Identification and Risk Assessment
HOD	Head of Department
LDV	Light Delivery Vehicle
OHS	Occupational Health and Safety
PPE	Personal Protective Equipment
PSM	Power Station Manager
RA	Risk Assessment
SABS	South African Bureau of Standards
SRM	Safety Risk Management
SHE	Safety, Health and Environment
SHEQ	Safety, Health, Environment, Quality
SACPCMP	South African Council for Projects and Construction Management Professions
WAH	Work at Height

2.5 ROLES AND RESPONSIBILITIES

2.5.1 Eskom Representative (Eskom responsible person/appointed agent)

- Ensure overall compliance of contractors with SHE legal and Eskom requirements.
- Stop any contractor from executing a construction activity which poses a threat to the H&S of persons which is not in accordance with the client's SHEQ specifications and principal contractors H&S plan for the site.
- Discuss with the principal contractor the contents of the SHE plan and approve it for implementation.
- Where a construction work permit is required, the responsible Eskom contract manager shall ensure appointment of a competent person in writing as an agent.
- Prepare a baseline risk assessment for an intended construction work project.
- Prepare a suitable SHEQ specification.
- Ensure that the designer takes the prepared SHEQ specification into consideration during the design stage.
- Ensure that the principal contractor to be appointed has the necessary competency and resources to safely carry out the work.
- Ensure that the principal contractor indicates who his/her subcontractors are and have evidence that they have the necessary competence and resources to carry out the work safely.
- Where the client requires additional work to be done due to design change or errors by the client, ensure sufficient safety information and additional resources are made available for work to be done safely.

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- k. Where a fatality or permanent disabling injury occurs in the construction site, ensure that the contractor reports to the provincial director in terms of section 24 of the Act.
- l. Conduct monthly SHE contractor audits and document verification and provide an audit report within seven days after the audit.

2.5.1.2 Procurement Department

- a. Ensure that the Scope of Construction Work to be performed and SHEQ Specification forms part of the tendering information and once-off order request information.
- b. Invite all tendering Principal Contractors to attend the pre-project site meeting to ensure that they are able to tender having full knowledge of the project criteria.
- c. Consult with the necessary role players i.e. Safety Risk Management, Environment and Quality etc. in order to establish the competency of the contractor before work order is awarded.
- d. Appoint a principal contractor in writing; when the Project Manager/the requestor, Safety Risk Management and other role players are reasonably satisfied that the principal contractor which he or she intends to appoint, has the necessary competencies and resources to carry out the work safely and as agreed.
- e. Ensure that all contract documentation is properly signed and approved prior to the commencement of the contract work.
- f. Removal of suppliers from the suppliers list, after receiving substantiated motivation from the requestor, based on the fact that the contractor's performance record no longer meets legal and or Eskom requirements.

2.5.1.3 Safety Risk Management Department

- a. Ensure that the principal contractor is registered and in good standing with the Compensation Commissioner, prior to and for the duration of the contracted work.
- b. Ensure that the principal contractor provides a detailed SHE plan based on the SHEQ specification.
- c. Safety Risk Management together with the responsible project manager to approve the contractor SHE plan for implementation.
- d. Ensure potential principal contractors submitting tenders have made adequate provision for health and safety costs.
- e. Together with Environment and Quality departments, conduct bi-annual contractor SHEQ audits.

2.5.2 Principal Contractor

2.5.2.1 Contractor Representative

- a. Provide and demonstrate to the client a suitable, sufficiently documented and coherent site SHE plan, based on the client's documented SHEQ 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.
- b. Open and keep on site a SHE file, which must include all documentation required in terms of the Act and the Construction Regulations, which must be made available on request to an inspector, the client, the client's agent or a contractor.

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- c. Appoint each contractor in writing for the duration of the project and ensure that no contractors are appointed by the principal contractor unless the principal contractor is reasonably satisfied that the contractor that he/she intends to appoint has the necessary resources and competencies.
- d. Ensure that prior to work commencement on site that his/her contractors are registered and in good standing with the compensation fund or a licenced compensation insurer.
- e. Conduct monthly site audits on his/her contractors.
- f. Take overall responsibility to ensure that the contractors under his/her responsibility comply with the Legal and Eskom Tutuka SHEQ requirements.
- g. Conduct all principal contractor duties as specified by Regulation 7(1).

2.5.2.2 Employees

- a. No employee shall do anything to endanger his own health and safety, or the health and safety of other employees.
- b. All employees shall adhere to the applicable OHS legal requirements and Eskom Tutuka requirements.
- c. Report all unsafe conditions, behaviour and accidents to the supervisor/safety representative.

2.6 PROCESS FOR MONITORING

- Tender SHEQ evaluations.
- Pre work approval of SHE files.
- Periodic contractor SHEQ audits.
- Contractor SHEQ meetings.

2.7 RELATED/SUPPORTING DOCUMENTS

- SHE contractor file checklist RISK/SRM/F225
- Eskom 240-64729708 Construction Regulations 5(1)(k) Principal Contractor Appointment
- SHE contractor file certificate of compliance SRM/F239
- Eskom 240-59678141 OHS Act Section 37(2) Agreement

3. SHEQ SPECIFICATION

3.1 ESKOM LIFESAVING RULES

In pursuit to eliminate injury and loss of life and achieve Eskom's goal of ZERO HARM, Eskom has identified critical behaviours or actions that, when performed, have a very high probability of causing incidents resulting in severe injuries or fatalities. In order to prevent these unacceptable consequences, Eskom has implemented five Eskom Lifesaving Rules that apply to Eskom employees, Contractors and other persons performing work for Eskom.

The Eskom Lifesaving Rules are non-negotiable safety rules which must be adhered to by all persons who work for Eskom or have any form of working relationship with Eskom.

- Rule 1: "Open, isolate, test, earth, bond and/or insulate before touch"

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- Rule 2: “Hook up at height”
- Rule 3: “Buckle Up”
- Rule 4: “Be Sober”
- Rule 5: “Ensure that you have a permit to work”

Non-adherence to a lifesaving rule will be considered a serious misconduct and will lead to disciplinary action, which may include dismissal.

3.2 SHEQ POLICY

[1] Eskom SHEQ Policy

- Eskom has made a commitment to conduct business with respect and care for people, the environment and assets and that no operating condition or urgency of service justifies exposing anyone to negative risks arising from Eskom’s business.
- Compliance with the Eskom SHEQ Policy and applicable regulations is the responsibility of every employee and contractor.

[2] Contractor SHEQ Policy

- All contractors shall have an OHS policy signed by the CEO of the contractor and prominently displayed where employees normally report for duty.
- Signed copy of the OHS policy shall form part of the SHE file.

3.3 COPY OF THE ACT

- Every contractor with five and more employees, shall have an updated most recent copy of the OHS Act and the relevant regulations, readily available at the workplace. Where employees are less than five, the employer shall make a copy of the Act available on request of an employee.

3.4 PRE-JOB SHE REQUIREMENTS

3.4.1 Construction Work Permit and Notification of Construction Work

- a. Where work that requires a construction work permit is to be done, the client shall apply for the permit as contemplated in CR 3.
- b. Where work that requires notification of construction work is to be done, the contractor shall notify the department of labour provincial director as contemplated in CR 4.

3.4.2 Client SHEQ Specification and Baseline Risk Assessment

- a. The client shall prepare and send out a SHEQ specification, construction regulations checklist and project baseline risk assessment to potential tenderers as part of the tender document package.
- b. Where the principal contractor appoints any other contractor in order to ensure compliance with the provision of the Act, the principal contractor shall provide relevant sections of the client SHEQ specifications to the contractor.

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3.5 SUBMISSION AND APPROVAL OF CONTRACTOR SHE FILE

- [1] The successful tenderer has a responsibility to submit a completed SHE file for approval to the Tutuka safety department 7 days before proposed commencement of work.
- [2] The principal contractor shall ensure that a SHE file is opened and kept on site and made available to an inspector, client, client agent or contractor.
- [3] Where the principal contractor appoints any other contractor, it is the responsibility of the principal contractor to audit the contractor SHE file before the contractor commences work. The principal contractor must issue a SHE file approval certificate for the approved contractor SHE file, which must be kept in the contractor SHE file and a copy submitted to the Eskom safety department.
- [4] A site specific SHE plan which is part of the SHE file, must meet the following criteria:

3.6 SHE PLAN REQUIREMENTS

- [1] Principal contractors shall develop a suitable and sufficiently documented site specific SHE plan, based on the scope of work and client SHEQ specification.
- [2] The SHE plan must be pre-approved by the client for implementation. The principal contractor/contractor has a responsibility to send the SHE plan to the client for approval prior to commencement of work.
- [3] The SHE plan must be applied from the commencement of and for the duration the construction work, which must be updated/reviewed as the work progresses/changes.
- [4] When a principal contractor intends appointing contractor, the principal contractor shall ensure that the contractor provides and demonstrate a suitable, sufficiently documented and coherent site specific health and safety plan, based on the client's SHEQ specifications and scope of work.

3.7 COMPULSORY ESKOM SHE INDUCTION

Once the SHE file has been approved:

- [1] The responsible Eskom representative has a responsibility to arrange Induction with the safety department on behalf of new contractors at least 24 hours prior to commencement of work.
- [2] For existing contractors, the contractor agent/safety officer may arrange for induction with the safety department at least 24 hours prior to commencement of work.
- [3] For emergency call-outs, Eskom responsible person will arrange directly with the safety department.
- [4] Employees coming for induction must have the following at hand; valid medical fitness certificate, SHE file approval certificate (if applicable).
- [5] No employee may work in or on behalf of Tutuka Power Station, unless they have attended the Eskom OHS induction which is valid for 12 months only. Re-induction must be arranged accordingly before the induction expires.

3.8 MEDICAL CERTIFICATE OF FITNESS

- [1] All contractor employees who work on site shall be medically fit and have a medical certificate of fitness on file.
- [2] Eskom Tutuka PowerStation will only accept medical surveillance from a registered occupational health practitioner.

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- [3] Man-job specifications detailing all occupational health hazards each employee is exposed to, must be in place for each and every employee.
- [4] Medical examinations shall be done annually and based on the man-job specification.
- [5] Minimum medical check shall include: physical check-up, audiogram, lung function test eye test and medical history.
- [6] Depending on the work hazards the employee is exposed to, additional tests may be required e.g. x-ray report for dust exposure. Additional tests shall also be the responsibility of the contractor.
- [7] Medical records must be kept in a locked area for control and confidentiality.
- [8] Medical test reports shall be sent to the Eskom occupational health centre for verification, prior to commencement of work and after renewal of medical test.
- [9] All employees shall have a pre-employment, periodic and exit medical test report.

3.9 LEGAL AGREEMENT IN TERMS OF SECTION 37(2) OF THE ACT

In terms of section 37(2) of the OHS Act, it is required of every contractor to sign an agreement with Eskom. Every Principal contractor shall have a copy of the agreement in the safety file.

3.10 REGISTRATION WITH THE COMPENSATION FUND

Every contractor must be registered and in good standing with the Compensation Commissioner or an approved compensation insurer, for the entire duration of the contract on site. Copy of a valid letter of good standing must always be kept in the SHE file.

3.11 LEGAL APPOINTMENTS AND SHEQ ORGANOGRAM

- [1] All applicable legal appointments must be in place, valid and available in the SHE file.
- [2] All appointed persons must have relevant qualifications and experience in line with the work being performed.
- [3] Provide the contractor's organisational SHEQ structure (organogram).

3.11.1 Management and supervision of construction work (CR 8)

The principal contractor/contractor shall:

- a. In writing appoint a full-time competent construction manager.
- b. Depending on the size of the project, in writing appoint one or more assistant construction managers for different sections of the project.
- c. Appoint a full time/part time safety officer in writing, where the number of employees is 50 and above or depending on the degree of danger likely to be encountered or as and when the Eskom safety department deems it necessary. All safety officers appointed in this regard shall be registered with SACPCMP by August 2015.
- d. The construction manager must in writing appoint a construction supervisor.
- e. Depending on the size of the project, in writing appoint an assistant construction supervisor for the different sections of the project.
- f. On appointing any other contractor, appoint such a contractor in writing for the part of the project they are appointed to do [CR 7 (1) (c) (v)]

CONTROLLED DISCLOSURE

- g. Ensure that their contractors have all the necessary applicable appointments in their SHE files.

3.11.2 Other legal appointments

Principal contractor/contractor shall in writing also appoint as and when applicable:

- a. Designated employer as per section 16(2) of the OHS Act.
- b. Health and Safety Representative(s) section 17(1) of OHS Act.
- c. Chairperson of the OHS committee, section 19(1)
- d. First aider(s) GSR 3(4)
- e. Subcontractor(s) CR 7(1)(c)v
- f. Incident investigator(s) GAR 8,9
- g. Risk Assessor, CR 9(1)
- h. WAH Competent person to prepare fall protection plan CR 10(1)(a)
- i. Competent person to inspect structures CR 11(2)(a)
- j. Temporary Works designer CR 12(1)
- k. Excavation supervisor , CR 13(1)(a)
- l. Competent user of explosives for excavation CR 13(1)(k)
- m. Demolition supervisor, CR 14(1)
- n. Scaffold supervisor, CR 16(1)
- o. Suspended platform supervisor CR 17(1)
- p. Rope access supervisor CR 18(1)(a)
- q. Hoist operator CR 19(6)
- r. Hoist inspector CR 19(8(a)
- s. Bulk mixing plant supervisor CR 20(1)
- t. Explosive fastening device user CR 21(1)(b), 21(2)(b)
- u. Competent person for issuing of cartridges, nails, studs CR 21(2)(g)
- v. Tower crane supervisor CR 22(a)
- w. Tower crane operator CR 22 (e)
- x. Goods Hoist Inspector DMR 17(2)
- y. Lifting Machinery Operator DMR 18(11)
- z. Construction vehicle and mobile plant operator CR 23(1)(d)(i)
- aa. Electrical installations and machinery supervisor CR 24(c)
- bb. Hazardous chemical substances controller CR 25(a-g)
- cc. Deep water area supervisor CR 26
- dd. Stacking supervisor CR 28(a)

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3.11.3 Competency and Training

- a. Contractors shall establish necessary training needs analysis, based on the risks and ensure that such training is conducted.
- b. Ensure that employees are competent to perform work or work under constant supervision of a competent person.
- c. All persons appointed as per item 3.8 and 3.9 above, must be competent to achieve the responsibilities related to such appointment.
- d. Proof of competency shall be kept and available in the SHE file.

Basic competency requirements:

- SHE representative : SHE representative course, incident investigation and HIRA.
- SHEQ committee chairperson : Basic OHS course.
- Incident investigator : Incident investigation course/root cause analysis course.
- First aider : First aid level 1.
- Risk assessor : HIRA course

3.12 SITE ACCESS AND INTOXICATION

- [1] All employees on site shall at all times be in possession of site access cards.
- [2] Breath alcohol testing shall be done on all persons before entering the premises of the power station. Persons under the influence of intoxicating liquor or drugs shall not be allowed on site.
- [3] Where persons appear to be under the influence of drugs, Eskom may require a contractor to take such employee for drug tests.
- [4] Controlled areas or areas that require access authorization shall not be accessed by any person, unless there is necessary authorisation in place.

3.13 HOURS OF WORK AND REST PERIOD

- [1] The Basic Conditions of Employment Act stipulates permissible working hours an employee may work and rest period an employer must allow his/her employees.
- [2] Employees working excessive hours risk their health and safety as well as that of their fellow colleagues due to lack of rest and fatigue.
- [3] Every contractor shall ensure compliance with the provisions of the BCEA in terms of hours of work, rest period and anything that may affect health and safety of employees at work.

3.14 PERSONAL PROTECTIVE EQUIPMENT, CLOTHING AND DEVICES

The contractor shall provide to his employees, free of charge, all appropriate personal protective equipment and facilities as may be required by the work and risk assessment.

The minimum PPE required for Tutuka Power Station plant area are:

- Overalls.
- Safety shoes/boots.
- Hard hat with a chin strap.

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- Goggles.
- Hearing protection.

Additional PPE shall be provided as and when necessary e.g. dust masks in dusty areas, safety harness for work at heights.

- No alterations shall be done on the PPE. PPE shall be used in its original state and according to manufacturer's specification e.g. cutting/modifications.
- All PPE must be SABS approved.
- All PPE must be maintained and kept in good working order.
- Employees must be trained on correct use, storage, maintenance and limitations of PPE.

N.B: No Eskom overalls may be worn by any contractor employees.

3.15 PERMIT TO WORK

Certain work requires a permit in terms of the Eskom Plant Safety Regulations and Eskom High Voltage Regulations. Every contractor shall ensure the necessary permit to work is in place, before commencement of such work. Only an Eskom appointed person may issue or sign for a permit. All requirements of the permit must be complied with.

N.B:- No permit No work.

3.16 SHE AWARENESS AND COMMUNICATION

- [1] Contractors shall have daily toolbox meetings and keep records thereof, in a form of shared information and attendance registers.
- [2] Attend Eskom work stoppages and send proof to Eskom responsible manager.
- [3] Liaise with the Eskom Risk and Assurance Department to obtain the monthly SHEQ themes and communicate it with employees during SHEQ meetings.
- [4] Conduct any other general SHEQ awareness by means of posters, signs, notices etc.
- [5] Display of the contractor safety policy, the summary of the Basic Conditions of employment Act, 1997 and the summary of the Occupational Health and Safety Act, 85 of 1993.

3.17 PERIODIC MEETINGS/JOINT CONSULTATIONS

3.17.1 Daily outage meetings

During an outage, all contractors involved in the outage shall attend daily outage meetings where safety issues are raised and discussed.

3.17.2 Monthly contractor SHEQ meeting

All contractors shall attend the station monthly contractor's SHEQ meeting.

3.17.3 Site specific SHEQ meeting

- a. All contractors must hold monthly site SHEQ meetings and report any Eskom related SHEQ issues to Eskom representative. Where a principal contractor has a subcontractor, the subcontractor shall form part of the principal contractor's SHEQ meeting.

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- b. All appointed SHE representatives must be members of at least one SHEQ committee. Constitution and proceedings of such health and safety meetings must be in accordance to section 19 and 20 of the OHS Act.
- c. Keep records of meeting minutes, signed by the committee chairperson and employer representative.

3.18 INSPECTIONS AND AUDITS

- [1] Monthly SHE representatives' inspections must be conducted by an appointed competent SHE representative. Inspection records shall be kept on file.
- [2] Daily and continuous inspections shall be conducted by supervisors and employees to ensure work areas and work behaviour is safe. Unsafe areas/behaviour to be reported to responsible person.
- [3] Principal contractor must conduct monthly subcontractor SHEQ audits and keep record thereof by means of a report.
- [4] Client shall conduct bi-annual Principal Contractor OHS audits and may when necessary conduct subcontractor audits as well.
- [5] Contractor shall ensure that all relevant inspections are conducted periodically i.e. PPE inspections, first aid box inspections, equipment inspection etc.
- [6] Contractor must identify legal and other requirements that are applicable to their organization ensure compliance and conduct periodic internal SHEQ management reviews to evaluate compliance to the requirements.
- [7] On request, the contractor shall provide the internal review/audit schedule or report to the client.

3.19 INCIDENT REPORTING, INVESTIGATION AND CLOSE-OUT

Contractors to ensure:

- [1] All work-related incidents\accidents are reported to the responsible Eskom Manager, before the end of the shift during which the incident\accident happened.
- [2] All work incidents are recorded in an incident register and keep such register on site.
- [3] All section 24 and 25 incidents must be reported to the Department of Labour within 48 hours of the incident.
- [4] A flash report is generated and submitted to the Eskom Safety Department, within 24 hours of the incident.
- [5] All incidents are recorded using the Annexure 1 form.
- [6] Investigate employee incidents and generate a report. The report and annexure 1 must then be submitted to the Eskom Safety Department.
- Investigations must be done within 7 days and signed by the investigation team, copy of which must be forwarded to the Eskom safety department within 24 hours after the investigation.
- Doctor's medical reports (i.e. first report, second report, resumption report and final report) must be made available as and when necessary.
- All lost time and fatal incidents must be investigated by a committee appointed by the responsible Eskom Project Manager.

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- Incidents that cause or may cause occupational diseases must be investigated by an appointed person.
- Incidents involving fire and Eskom property damage must be reported to Eskom Responsible Manager and all crime related incidents reported to the Eskom Security Department.
- Environmental incidents shall be reported to the Eskom Environmental Department.
- Incidents must be closed out after implementation of all safety measures and actions. Close-out must be done within 14 days of investigation. Extension of close-out period may be applied for and granted by the Eskom responsible manager together with the safety risk manager.
- Letter of extension from Eskom shall be kept on file.

NB: All incidents shall be recorded and investigated in terms of OHS Act General Administrative Regulations 8 and 9 and using Eskom Procedure 32-95 as a reference.

3.20 EQUIPMENT MAINTENANCE REGISTERS

All contractors shall implement and maintain equipment and tools register. The equipment and tools must be inspected (as required by applicable legislation. If it is not prescribed by legislation, it must be at periodic intervals) and maintained in a safe working condition.

3.21 FIRST AID FACILITIES

Every contractor shall comply with Regulation 3 of the General safety regulations of the OHS Act, regarding the provision of first aid boxes and first aiders.

(In addition, Tutuka provides a fully equipped medical centre and ambulance under the supervision of qualified occupational health nurse and trained emergency response team. All contractors have access to this facility as first response to an incident)

3.22 RADIOGRAPHY, ULTRASONIC OR NON-DESTRUCTIVE TESTING

Contractors carrying out radiography/ultrasonic or other non-destructive testing shall comply with applicable legislation, codes of practice and client/agent procedures.

In particular, the contractor shall ensure the following:

- [1] No radioactive sources are brought onto site without prior written consent of the client and the Radiation Protection Officer.
- [2] Where a statutory appointment is required, contractor shall appoint in writing a suitably qualified and experienced radiation protection officer to provide advice on relevant legal requirements.
- [3] Where radiography is in progress, suitable demarcation barriers, warning notices, flashing lights and warning announcement shall be in place.
- [4] Radiation sources must be stored according to legal requirements.
- [5] Radiation work only commences with a valid permit to work.
- [6] Compliance with the provisions of the Tutuka Work Instruction for Industrial Radiographic Source Control 15 MNT MSS-1267.

3.23 MOBILE EQUIPMENT/CONSTRUCTION VEHICLES

- [1] All mobile plant and construction vehicles must be roadworthy and kept in good working order.

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- [2] Operators of mobile plant and vehicles must be competent and in possession of a valid operator's license for the class of vehicle/plant they are operating.
- [3] Operators shall conduct pre-use inspections, prior to each use and record such inspection in a checklist.
- [4] No persons shall ride on mobile plant or vehicles other than in a safe place provided for that purpose.
- [5] No persons are allowed to seat at the back of a LDV/truck where no proper SABS approved seats and seatbelts are provided.
- [6] No overloading of vehicles or plant.
- [7] Motorcycle driver shall wear crash helmets when riding on site.
- [8] When not in use, mobile plant or construction vehicles shall be switched off, wheels chocked and brakes set.

3.23.1 Speed Limits

- a. All drivers shall obey the speed limits on site.
- b. The maximum speed limit is 60km per hour on the ring road and 20km per hour in the plant area.

3.23.2 Road safety signs

- a. Operators shall obey all road safety signs on site, at all times.
- b. The normal national road safety signs are used in Tutuka PowerStation and have the same requirements as is in the public roads.

3.23.3 Reverse parking

- a. Reverse parking is compulsory on site to allow for easy exit during an evacuation.

3.23.4 Visibility

- a. Headlights must be switched on at all times when driving on site.
- b. All construction vehicle operators, flagmen, banks men are to wear reflector vests.

3.24 ELECTRICAL SAFEGUARDING

- [1] Ensure electrical installations and equipment is kept in a safe working condition.
- [2] All switch gear marked with a permanent labelling system.
- [3] All critical valves identified and marked.
- [4] Electrical boards and wall sockets must be orange in colour.
- [5] Electrical installations must have a certificate of compliance in place.
- [6] All electrical machinery use must be compliant with the Electrical Machinery Regulations and all electrical installations must be compliant with the Electrical Installations Regulations of the OHS Act.

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3.24.1 Inspections and tests

- a. Earth leakage relays must be provided and tested at least on a six monthly basis.
- b. Copy of the earth leakage tests must be kept in the distribution board.
- c. Electrical installations must be inspected once a month for earth continuity, polarity of wall sockets, damaged extension lead, broken switches, etc.
 - All portable electrical equipment shall be inspected monthly by an appointed person.
 - Polarity tests must be conducted on all new electrical apparatus before use.
 - All stationery portable electrical equipment to be tested for electrical integrity on a 3 month frequency.
 - The inspections must be recorded into a register.
 - Always apply Eskom life-saving rule 1 “Test before touch”, when performing electrical work.

3.24.2 Portable electrical equipment

- a. Only SABS approved electrical equipment to be used.
- b. All portable electrical equipment to be identified and on register.
- c. All faulty equipment must be immediately removed from circulation and repaired.

3.25 LIFTING MACHINERY AND LIFTING TACKLE

- [1] Use lifting machinery and tackle in accordance with manufacturer specifications.
- [2] All lifting machinery and tackle shall be numbered and conspicuously marked with the safe working load.
- [3] Provide lifting tackle hooks with a safety latch or device to prevent accidental unhooking of load.
- [4] An annual performance test of the whole lifting machine installation, by a competent person.
- [5] All ropes, slings, hooks and other attaching devices forming part of the machine shall be examined by a competent person every 6 months.
- [6] Keep a register of performance tests and examination records.
- [7] Operators of lifting machine shall conduct daily pre-use inspections of the machine.
- [8] Store lifting machine and tackle in a safe position that will prevent damage of the equipment.
- [9] All lifting machine operators must be competent and in possession of a valid license.
- [10] When working with tower cranes in close proximity to power lines, the contractor shall apply for a permit to work.
- [11] The Driven Machinery Regulations 17(Goods Hoists) and 18(Lifting Machines and Lifting Tackle) and Construction Regulations 19(Material Hoists) and 22 (Cranes) shall be complied with at all times.

3.26 PRESSURE EQUIPMENTS (COMPRESSORS, GAS CYLINDERS, FIRE EXTINGUISHERS CYLINDERS)

- [1] Ensure that pressure equipment is operated and maintained within its design and operating parameters.

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- [2] Pressure equipment must be on register with relevant certificates available, as per Pressure Equipment Regulations 6(2).
- [3] Inspections and tests of pressure equipment shall be done in accordance to Pressure Equipment Regulations.
- [4] Testing, refilling, repair and modification of fire extinguishers and gas cylinders shall only be done by an approved inspection/testing authority.
- [5] All Oxy-acetylene cylinder sets fitted with flashback arrestors.
- [6] Gas cylinders shall be individually chained in an upright position.
- [7] Full and empty cylinders must not be stored together.
- [8] Cylinder gauges and connectors shall be operational and in good condition.
- [9] Storage area must be well ventilated and access controlled.

3.27 EXPLOSIVES

3.27.1 Blasting

- a. Permission to do blasting on site must be obtained in writing, only from the PowerStation Manager and supported by the GMR 2(1).
- b. Where blasting is approved by the power station manager, the provisions of the Explosives Regulations of the OHS Act, Mine, Health and Safety Act 29 of 1996 and the Explosives Act 26 of 1956 shall be implemented and maintained.
- c. No explosives or detonators shall be brought and stored on site, if not authorised by the PowerStation Manager for a specified period.

3.28 WORK AT HEIGHTS (GSR 13A, CR 10, 16, 17)

- [1] All WAH workers shall be medically fit to perform such work.
- [2] Employees working at height must be trained and declared competent for work at height.

3.28.1 Fall Protection Plan

- a. All work performed from height, shall have a fall protection plan prepared by a competent person before commencement of work.
- b. Fall protection plan shall be implemented, adhered to and kept relevant.
- c. For construction work, a fall protection plan shall be integrated into the SHE plan.

3.28.2 Use of Ladders and Scaffolding

- a. Only aluminium ladders with non-skid devices are to be used on site.
- b. Wooden ladders may only be used where electrical contact or sparking needs to be prevented. Wooden ladders may only be painted with clear varnish and not with any other paint.
- c. Ladders shall be inspected monthly by a competent person and prior to each use by the user. Records of such inspections shall be kept on file.
- d. Ladder use shall comply with requirements of the GSR 13 A.

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- e. Only the approved Eskom authorised scaffold erecting contractor may be used to erect scaffold on site.
- f. A notice to be installed on the scaffold frame to indicate "SAFE TO USE" or "NOT SAFE TO USE".
- g. Periodic inspection of scaffold shall be done by an authorised person.

3.29 FIRE RISK MANAGEMENT

- [1] Fire risk precautions shall be taken in accordance with provisions of the Environmental Regulations for Workplaces 9 and the Construction Regulations 29.
- [2] Contractors shall develop a site-specific fire emergency response procedure, using the Eskom site emergency plan as reference.
- [3] Employees must be trained on the emergency response plans and procedures.
- [4] Periodic emergency drills may be conducted, with the permission of the Eskom fire department.
- [5] Suitable firefighting equipment must be provided and maintained.
- [6] Emergency evacuation leader must be appointed and trained on safe evacuation of employees during an emergency.
- [7] The Eskom emergency response team must be notified on 5400 in case of an emergency.
- [8] Suitable assembly point(s) shall be allocated with the consultation of the Eskom fire department.

3.30 OCCUPATIONAL HYGIENE

Based on the Tutuka health risk assessment, there is possible worker exposure to occupational hygiene stressors on site. Eskom conducts occupational hygiene stressor assessments every two years for common areas. It is the responsibility of the contractor to conduct assessment of their sites, when necessary.

[1] Noise

- All employees who are exposed to noise must be educated and made aware of the harmful effects of long term exposure to noise.
- Employees must be provided with adequate ear protection where necessary and record must be kept of such issues.
- Noise areas must be demarcated with the appropriate signboards
- Tutuka safety department may conduct area noise measurements in contractor's areas on request by contractor.
- Ensure overall compliance with Noise Induced Hearing Loss Regulations of the OHS Act.

[2] Heat

- When employees are working in heat conditions, clean cool water must be supplied within easy access to such workers.
- Train employees in precautions to be taken to prevent heatstroke. Employees must be made aware of the dangers of heat exhaustion/stroke and the signs and symptoms impending heat collapse.
- Frequent rest periods away from hot environment, must be provided to employees in accordance with the heat stress guidelines.

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- Tutuka safety department may conduct area heat measurements in contractor areas on request by contractor.
- Ensure overall compliance with ER 2 of the OHS Act.

[3] Cold

- Employees working in cold environments shall be protected against cold by putting in place reasonable measures.
- Rest breaks away from the cold environment shall be provided as prescribed by the ER of OHS Act.
- Ensure overall compliance with ER 2 of the OHS Act.

[4] Lighting

- Every workplace shall be lighted in accordance with the illuminance values specified in the Schedule of the ER.
- Where specialized lighting is the necessary for perform a task, such lighting shall be made available.
- Ensure that all roof lights, light fittings and fan lights are kept clear and unobstructed.
- When artificial lighting is used where machinery is being used, all moving parts must be clearly visible.
- Use the correct lighting in confined spaces.
- Stairways, passageways, basements etc. shall also be adequately lighted.
- Ensure overall compliance with ER 3 of the OHS Act.

[5] Ventilation

- Ensure workplace is ventilated by natural or artificial ventilation in a way that air breathed by employees does not endanger their health.
- Ensure that the prescribed limits for airborne substances are not exceeded.
- Provide proper respiratory protection where necessary.
- Ensure overall compliance with ER 5 of the OHS Act.

[6] HCS

- Train employees exposed to HCS on exposure risks, control measures, safe work procedures, and content of MSDS etc.
- Provide adequate proper personal protection where necessary.
- Keep a 16-point materials safety data sheet for all HCS used.
- Ensure clear labelling of HCS containers, safe storage and use as per manufacturer's information.
- Keep an alphabetical list of HCS used onsite.
- Flammable liquids store shall be marked with maximum litres stored, no smoking sign, no open flames sign displayed. Adequate ventilation of the store and bunding must be able to hold 110% of the liquid stored therein.
- Ensure overall compliance with the HCSR and GSR 4.

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3.31 ENVIRONMENTAL MANAGEMENT

- [1] Proper care of the natural environment is important to prevent nuisance and environmental degradation.
- [2] All contractors shall comply with Eskom environmental management procedures and Environmental legislation
- [3] Environmental incidents shall be reported to the Eskom Environmental Department as per incident management requirements.

3.31.1 Waste Management

- a. Waste segregation is important to facilitate recycling of waste. Ensure waste is disposed of in the correct colour bin.
- b. Eskom periodically collects waste from the bins for disposal in the correct manner.
- c. No waste should be burned or buried on site.
- d. Where Eskom and the contractor have agreed that the contractor is responsible for the disposal of its waste, the contractor shall safely dispose of such waste and keep disposal certificates on file.

Types and colours of bins used on site:

- Yellow bin for domestic waste
- Orange bin for hazardous waste
- Maroon bin for scrap
- Green box for cartridges
- Blue box for recyclable paper

[1] Pest Control

- Only approved herbicides with a low environmental risk shall be used for pest control.
- Only registered pest controllers may apply herbicides on a commercial basis.
- Application of herbicides shall be in accordance with the Fertilisers, Farm Feeds, Agricultural Remedies and Stock Remedies Act 36 of 194.

[2] Water Conservation

- Incidents related to water pollution must be reported to the Eskom environmental department within 24 hours.
- Report/fix leaking taps and pipes to save water.
- Use water sparingly.
- Chemical substances shall not be disposed of in waste water or storm water drains.

[3] Air Pollution

- Dust suppression measures must be in place to reduce airborne dust.
- Noxious and offensive odours arising from work activities shall be adequately controlled.

[4] Ground Pollution

- Measures to prevent or control ground contamination shall be put in place e.g. drip trays, bund walls.

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- Spill containment, clean-up and ground rehabilitation shall be done as per Tutuka procedures.

3.32 QUALITY MANAGEMENT

- [1] Non-conformance: all identified non-conformances shall be reported, investigated and closed-out on time.
- [2] Measuring Equipment/Devices (if applicable): all measuring equipment which requires calibration shall be calibrated as per specified interval and the calibration certificates shall be kept.
- [3] Documents: all necessary documents must be of a current revision
- [4] Records: all necessary records shall be kept for specified period

3.33 EMPLOYEE FACILITIES (DINING AREAS, TOILETS, SHOWERS, CHANGE ROOMS, SAFEKEEPING FACILITIES, DRINKING WATER)

Provide clean, hygienic and maintained facilities as per the requirements of the Facilities Regulations and CR 30 of the OHS Act.

[1] Food Hygiene:

- No contractors are allowed to cook food onsite.
- Food ordered by the contractor for a group of employees from external food suppliers shall be from a registered food suppliers who hold a valid certificate of acceptability for the food premises where such food is prepared and/ handled.
- Food storage areas shall be provided to employees. Food shall not be stored with harmful substances. The food storage area shall be proofed against rodents, insects, birds and dust.

[2] Toilets and change rooms

- Adequate toilets in relation to the number of employees shall be provided. Already existing site toilets may be used by contractors, but extra mobile toilets maybe required to be provided by contractor if necessary.
- Employees who need to change clothing, separate changing rooms for males and females shall be provided.
- Supply toilet paper in the toilets, free of charge.
- Provide hand washing soap and clean hand drying towel/paper.

[3] Facilities for safekeeping

- Provide lockers for keeping of personal items of employees, excluding office workers.

3.34 ASBESTOS WORK

- [1] All asbestos work shall be performed in accordance with the Asbestos Regulations of the OHS Act.
- [2] No asbestos work shall be carried out without prior arrangement with the Eskom Safety Risk Management.

3.35 HOT WORK APPROVAL (WELDING, FLAME CUTTING, SOLDERING ETC)

- [1] Before any hot work is performed, a hot work approval permit must be obtained from an Eskom appointed hot work monitor.

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- [2] Contractor must have a person trained to take out hot work approval permit.
- [3] A fire watcher and suitable firefighting equipment must be readily available at the site where hot work is conducted.
- [4] The contractors shall supply their own fire equipment and shall not use Tutuka equipment whilst doing hot work.
- [5] The responsible person must ensure that all requirements of the hot work permit are met.
- [6] Hot work shall be performed with proper screening both around and below the work area.
- [7] Screens must be constructed of non-flammable material.

3.36 BARRICADING

- [1] In areas where restriction or prevention of unauthorised persons is intended, barricading shall be implemented.
- [2] A solid barricading with bright coloured netting shall be used for barricading.
- [3] No danger tape may be used as barricading.
- [4] The name and contact details of the person responsible for barricading shall be posted on the actual barricading.

3.37 HOUSEKEEPING

- [1] Buildings must be of a sound condition and must be maintained in good order.
- [2] Work areas must be kept free of superfluous materials, safe stacking, clean and tidy.
- [3] All walkways and storage areas are to be clearly demarcated.
- [4] Stacking or storage in front of fire equipment, escape doors, walkways shall not be allowed.

3.38 MACHINE GUARDING

- [1] Dangerous moving parts of machinery must be securely fenced or guarded e.g. shafts, pulleys, chain ropes etc.
- [2] Inside part of the guards must be painted in orange.
- [3] Guards must be inspected monthly by a competent person as well as by users prior to use.

3.39 LOCK OUT

- [1] All contractors working on site shall adhere to the lock-out procedure.
- [2] The contractor shall ensure that employees are trained on the lock-out procedure.
- [3] The "ZERO ENERGY" concept shall be applied to any situation where unexpected motion of equipment undergoing repairs, installation etc., could result in an accident or injury. This includes electrical, hydraulic, pneumatic, kinetic, radiation and other similar energy sources.

3.40 ELECTRICAL SUPPLY TO CONTRACTORS

- [1] Eskom is responsible to give an electrical supply point to contractors.

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- [2] The distribution of the supply is the responsibility of the contractor. It is also the responsibility of the contractor to see to it that these distribution boxes comply with the Health and Occupational Safety Act for Electrical Installations.
- [3] If any accident or injury occur due to substandard distribution practice, the contractor responsible will be held liable. It is also Eskom's right to inspect these boxes at any time and if the requirements are not met, to switch off the supply until the defect has been rectified.
- [4] In a case where a temporary cable is run from a distribution box, the Tutuka procedure for installation of temporary cables must be adhered to.

3.41 CONFINED SPACES

- [1] Where work has to be done in a confined space, a confined space permit shall be in place before work commences.
- [2] Confined space gas testing must be conducted by a competent person before work commencement. Only Eskom Operating department may issue gas test certificate for confined spaces.
- [3] Where a safe atmosphere cannot be guaranteed while in the confined space, a suitable breathing apparatus shall be provided and used by the entrants.
- [4] Where heat risk is eminent in a confined space, a heat stress test shall be conducted by the Eskom safety department and a certificate issued.
- [5] At least one person (trained in rescue and resuscitation) remains in attendance, immediately outside the entrance of the confined space.
- [6] Contractor to ensure that all persons vacate the confined space on completion of work.
- [7] Contractor shall ensure overall compliance with the GSR 5 of the OHS Act.

3.42 PUBLIC SAFETY

- [1] Contractors shall protect the public against risks that may arise out of or in connection with the work they conduct on behalf of Eskom.
- [2] Where work is conducted in close proximity to public roads, all requirements of the National Road Traffic Act shall be complied with and protect motorists from risks that may arise from the contractors work.

3.43 EMPLOYMENT OF CHILDREN

- [1] Employment of children under 15 years of age or children subject to compulsory schooling is strictly prohibited.
- [2] Where children of 15 years of age and are not subjected to compulsory schooling are employed, the contractor shall ensure compliance with Regulations Relating to Hazardous Work by Children (of the OHS Act), all applicable child employment legislation and Tutuka health and safety of children at work procedure.

3.44 OMISSIONS FROM THE SHEQ SPECIFICATION

- [1] By drawing this SHEQ Specification, Eskom has undertaken to address the most critical SHEQ aspects on site. Further risks and requirements identified by Eskom may be included in the contract works information and/or relayed at the site clarification meeting.

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- [2] Should Eskom not have addressed all SHEQ aspects pertaining to the work, the contractor shall include these aspects in the SHE plan and inform Eskom of such issues.

Table 1: N/A

Figure 1: N/A

4. AUTHORIZATION

This document has been seen and accepted by:

Name	Designation

5. REVISIONS

Date	Rev.	Compiler	Remarks
January 2021	4	T. Mpoyi	Clause 2.2.2 Added ISO 45001:2018
October 2017	3	D. Moumakwe	Added point 6 and 7 on clause 3.18 Inspections and audit.
August 2016	2	D. Moumakwe.	Document revised and minor changes made in the document. Current revision to be revised in 2019.
October 2014	1	D. Moumakwe.	Enforcement contractor compliance to OHS Act and applicable environmental and quality Requirements.

6. DEVELOPMENT TEAM

The following people were involved in the development of this document:

- D. Moumakwe.
- N. Kumako.
- T. Maseko.
- D. Rapatsa
- S. Khumalo
- T. Letele

7. ACKNOWLEDGEMENTS

N/A

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