

- Vandalism or Damage to Eskom property/equipment/assets etc. while security guards are deployed on site,
- All losses suffered due to negligence of security guards deployed on site;

39.3 Schedule of Deficiency and Penalties

NO.	DEFICIENCY	PENALTY
1	Security officer or dog not posted on duty as agreed upon. (Short posting) The posting of unregistered and incompetent officers, The short posting of officers and an incident occurred,	20% deduction of the total monthly site cost
2	SO intoxicated/ or under the influence of liquor or drugs	Permanent removal of SO from Eskom contract duties
3	Refusal by SO to comply with lawful instruction.	Permanent removal of SO from Eskom contract duties.
4	Sleeping on duty	10% deduction of the total monthly site cost
5	Desertion of post by SO	10% deduction of the total monthly site cost, thereafter removal of contractor from site on repeat finding
6	Negligent by SO in the performance of their duties	Permanent removal of SO from Eskom contract duties.
7	SO late for duty (tantamount to short posting)	10% deduction of the total monthly site cost
8	Guard(s) not equipped with required specified equipment or non-functioning equipment These include but not limited to Bullet-proof vests (L3 SA MIX SABS)/ Vests worn without plates or Found not wearing the bullet-proof vest while on duty Torch Radio/Contract Cell phone or PTT Panic button linked to an independent armed response company Real time monitoring unit Roadworthy vehicles	1 st Offense 20% of shift cost 2 nd Offence 50% of shift cost 3 rd Offence Issue written Notification of Default and terminate services from site
9	SO found not armed while on duty	50% deduction of the total monthly site