

	COVID 19_ OHS SPECIFICATIONS Minor reticulation services: - Distribution LimLanga Cluster	Template Identifier	240-73198178	Rev	4
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Title: **The procurement COVID 19 Specifications** The provision of minor reticulation services within Limlanga

Document Identifier: 240-73198175

Cluster on an “as and when required” basis for a period of 36 months (Top-Up To Existing Contract)

Alternative Reference Number: N/A

Area of Applicability: **Limlanga Cluster - Mpumalanga & Limpopo Province**

Functional Area: **Contractor OHS**

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Compiled by



A Mashele
SHE Manager

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DEFINITIONS

All applicable definitions will be as per the latest revision of the OHS Act, act 85 of 1993 and all other applicable legislations including all COVID- 19 Directives. Unless the context indicates otherwise.

Definition	Explanation
Contractor	Means an employer, as defined in section 1 of the OHSA, who performs construction work for the client either directly or through an agent and includes principal contractors.
Employee	<p>Means a person who performs work for an employer. This includes any person who has entered into, or works under, a contract of service, apprenticeship, or learner ship with an employer, whether the contract is explicit or implicit, oral or in writing, whether the remuneration is calculated by time or work done and paid for in cash or in kind, and includes a situation where such a person is under the control, instruction, and supervision of Eskom, namely:</p> <ul style="list-style-type: none"> A casual employee employed for the purpose of the employer's business; A person who has entered into a contract of service or of apprenticeship or learner ship with the employer; a part-time worker; a temporary worker; Any contractor, where no written agreement is available, as required in terms of section 37(2) of the OHSA, will be regarded as an employee; and Any contractor's employees who perform any work under the instruction and/or supervision of an Eskom employee, where the instruction given directly resulted in an injury.
Risk assessment	Means a programme to determine any hazard at a construction site and to identify the steps needed to remove, reduce, or control such hazard
Site	Means a specific project site, or the site where the contractor does the work.
COVID-19	Means Coronavirus Disease 2019
Disaster Management Act	Means the Disaster Management Act, 2002 (Act No.57 of 2002)
OHS Act	Means the Occupational Health and Safety Act, 1993 (Act No. 85 of 1993)
PPE	Means personal protective equipment;
Virus means	the SARS-CoV-2 virus;

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ESKOM DISCIPLINE

CONTRACT PROJECT MANAGER

Name: (Responsible PM)

The discipline/contract manager is responsible for managing the contract with the Principal Contractor and ensures that this SHE specifications conditions are met. The project manager also ensures that the Principal Contractor’s SHE plan is approved prior to commencement of work. He must ensure that all the Statutory and Eskom’s requirements are adhered to by Principal Contractor and (if applicable) their sub-contractors at all times. Where a sub-contractor is appointed on site by the Principal Contractor such appointment must be done in conjunction with the SHE Responsible Manager/Officer.

ESKOM: PROJECT HEALTH AND SAFETY MANAGER

NAME: Audrey Mashele

The responsibility of the Health and Safety Manager/Practitioner is to provide assurance, as well as advice, assist and support to the Project /Site Manager in the management of the health and safety issues on the project. The SHE Manager/Practitioner will also be responsible for assisting in the development of site and project specific SHE Specifications, and ensuring that SHE specification are issued with enquiry documents and that the Contractors’ SHE plans are evaluated and recommendations are specified . He/She will be responsible for auditing.

PROJECT CLERK OF WORKS/ SUPERVISOR

The site manager/supervisor is a delegated responsible person appointed in terms of the OHS Act by the Section (8) Delegated responsible person. He is responsible for the overall management of the project on-site and is accountable to the Discipline/Contract Project Manager.

ESKOM: PROJECT ENGINEER, DESIGNER

The designer is the person responsible for ensuring that technologies, designs, and their application provide for SHE-compliant assets during and after their construction.
The project engineer with the assistance of the project SHE Officer is responsible for the development of the SHE specifications for the project and the overall management of the project design application as well as for ensuring the management of the compliance of the completed works with the design during and after construction on site in conjunction with the project supervisor and under the auspices of the project manager.

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The project engineer is the person responsible for ensuring that the employer's professional and legal obligations with respect to the implementation of the design are fulfilled.

The technology and quality officer is the person responsible for ensuring that the material delivered and used on the project is to the employer's specifications.

ESKOM: MANAGER ENVIRONMENTAL

NAME: *Adeline Manake*

The responsibility of the Environmental Advisor is to provide assurance, advice, assist and support to the Eskom Site/ Manager in the management of the environmental issues on the project which includes ensuring compliance to the Record of Decision (ROD) and the Environmental management plan (EMP).

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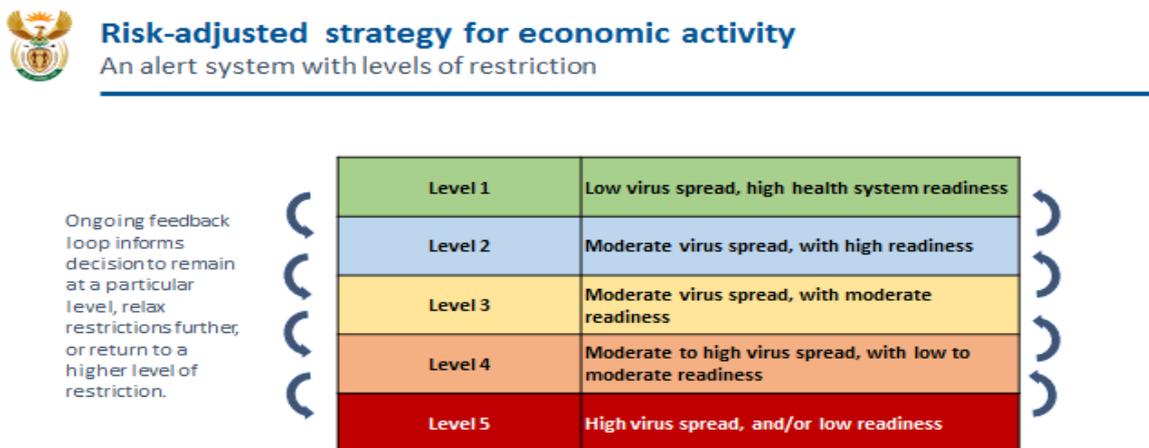
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1. INTRODUCTION

In light with the end of COVID-19 risk based approach Eskom Distribution Mpumalanga Operating Unit, has reactivated in full the electrification construction works related activities on a phased approach to ensure that we lessen the social impact of the COVID 19 and curb the spread of Corona Virus from one individual contractor employee to another including the family and community members at large.

In line with the below government strategy with current implemented national guidelines; Distribution LimLanga Cluster Unit will be implementing a staggered approach plan on project sites work reactivation after the contract award.

Figure A1: Risk-adjusted strategy for national economic activity



As a proactive measure in line with the preparation for you tender returnables, The Principal contractor shall establish the Occupational Health and Safety COVID 19 work integrated strategy which take into account the steps necessary to prevent an escalation of the disaster or to alleviate, contain the spread and minimize the effect of COVID 19.

This should bear in mind the overall specific project scope of work, taking into account that risks will vary between sites.

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There has been various of communications which were shared with all LimLanga Cluster contractors from SHEQS Department – which some of the information can be used as guidelines in formulating your OHS Strategy for work reactivation on site, i.e. Environmental Sanitization Principles which can be used for the sanitization of site offices, Employee Transportation, Accommodation, Machinery Plants used and Operated on site etc.

In terms of Regulation 10 (8) of the Regulations issued by the Minister of Co-operative Governance and Traditional Affairs, on 29 April 2020 the Minister of Employment and Labour published the Directive: COVID-19 Occupational Health and Safety Measures in Workplaces Government Gazette No. 43257 COVID-19 (C19 OHS), 2020. Attached hereto for your ease of reference which must also be used as a guideline in order to ensure all requirements under the Disaster COVID Management Act are adhered to.

2. APPLICABILITY

This work SHE Specifications is applicable to all contractors doing construction related projects on behalf of Eskom Distribution Mpumalanga Operating Unit (MOU) and members of the public affected by such activities of wherein Eskom MOU has a controlling interest.

3. COMPLIANCE MONITORING

Process for Monitoring will be through Internal and External Audits as per Business Management System Audits procedure. The frequency will vary according to the number of high risk assessment observations. This SHE specifications will be monitored and reviewed on an as when required basis.

4. PRINCIPAL CONTRACTOR COMPLIANCE RESPONSIBILITIES

The COVID- 19 crisis continues to present an unprecedented challenge thus it is crucial to assess the readiness to return work before site mobilization, which will merge the following steps:-

4.1 Principal Contractor shall develop/ establish an OHS COVID-19 Integrated Strategy which should as an example cover the below, however it's very critical to note that these are not the only elements to be covered. All Disaster Management Act, 57 of 2002- Government Gazettes promulgated in line with an attempt to curb the spread of the pandemic shall be taken into account. Particular note should be taken of Clauses 16.5 and 16.6 of the Directive:

Clause 16.5: A manager shall be appointed to address employee or workplace representative concerns and to keep them informed and, in any workplace in which a health and safety committee has been elected, consult with that committee on the nature of the hazard in that workplace and the measures that need to be taken.

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Clause 16.6: Ensure that measures required by (COVID-19 Occupational Health and Safety Measures in Workplaces COVID-19 (C19 OHS), 2020 Directive and its risk assessment plan are strictly complied with through monitoring and supervision.

In terms of Regulations issued in terms of Section 27(2) of the Disaster Management Act, 2002 (Government Gazette 43258, GNR 480, published on 29 April 2020) - All principal contractors whom will be permitted to operate during Alert Level 3, must designate a COVID-19 compliance officer in writing who will oversee the:-

- (i) Implementation of the plan referred to in subregulation (b); and
- (ii) Adherence to the standards of hygiene and health protocols relating to COVID-19 at the workplace.

Principal contractor appointing the COVID-19 Compliance Officers shall ensure that the names of the COVID-19 Compliance Officers are displayed in conspicuous areas and be communicated to the employees.

A COVID-19 self-assessment feedback template shall be developed to assist the COVID-19 Compliance Officers to monitor and manage the compliance of the project construction sites.

A Baseline Risk Assessment review and update on a continuous basis– addressing all inherent and potential risks/hazards associated with the COVID- 19 pandemic.

Contractor to review Pre-Task Risk Assessment template.

Review of Construction Project SHE Plan – indicating how conformance with all COVID – 19 Regulations will be achieved, and the management commitment to ensure all resources needed are outsourced where required. This shall incorporate health, sanitation and employee wellness on site.

Contractor Employee Induction Training Syllabus – shall be reviewed and must cover all employer’s responsibilities and employee responsibilities in light with COVID-19 measures.

Company SHE policy is reviewed, depicting all Top Management commitment to Disaster Management Act (C19 – OHS) and all related legislations.

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The specific PPE required for COVID – 19 – induction manual to cover this and specifically indicate how they will be used, the limitations each one of them have, the maintenance and storage where re-usable are issued. Use of manufacturer’s recommendations very important. Please see the Picture attached with specific reference to masks which must be used after the review of your company risk assessment. Remember where it is required, they must also pass the reasonable man test if there is a possible claim due to sub-standard masks (SABS/SANAS Approved). Reasonable sets should be issued to allow for use, washing and ironing in order to maintain good hygiene practices (guidelines should be strictly adhered to).

Emergency preparedness and response planning – shall be reviewed and incorporate all potential emergencies associated with COVID 19- procedures to deal with them (taking into account the regulations on how the Employer shall manage this, references shall be made to relevant acts/ laws where applicable.

COVID-19 Contact Management and reporting of positive cases - Please note to outline specific national department of health and labour requirements with regards to COVID -19 Incident Management and take into account.

If a worker has been diagnosed with COVID-19, the principal contractor must investigate the cause including any control failure and review its risk assessment to ensure that necessary controls and PPE requirements are in place.

Occupational health and hygiene measures, i.e. Screening of employees to return to site. How you will be screening employees in order to assess readiness to return to site and how often, the type of equipment to be used (Infrared Temperature Scanners) – will it be readily available to all sites, training on use etc.?

Maintenance of Personal Hygiene on Site – Provision of clean water and soap; 70% Alcohol based content sanitizers – prominently displayed at strategic points with visible signage.

COVID -19 Self-Assessment Questionnaires – shall be developed and all employees to complete on a weekly basis.

Employee transportation to and from site which shall be in line with the current regulations (while maintaining social distancing, wearing of cloth masks, sanitization, etc.)

Accommodation of employees in line with the need for social distancing and hygienic standards. A detailed plan on OHS COVID -19 site specific measures which must be taken on site on a day to day basis to limit the spread of Covid-19 on site.

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This should include but is not limited to PPE in line with current regulations and provision of sanitisation tools.

Develop a continuous health and safety COVID-19 awareness programmes on site and to ensure employees are kept abreast with any new developments or requirements thereto in line with the pandemic. (Some COVID posters and instructions were previously communicated).

Biohazardous Waste Management plan on how the biological waste generated on site will be safely disposed of. The Department of Employment and Labour appealed to employers to use the prescriptions of the OHS in particular the Hazardous Biological Agents Regulations governing workplaces in relation to Coronavirus Disease 2019 caused by the SARS-CoV-2 virus.

Hazardous Chemical management – review (Sanitizers, use, storage and MSDS awareness training done on all employees)

Constantly Keeping informed and abreast with all new health and safety related legislations (This includes all COVID- 19 Laws/ legislations).

Display prominently at strategic points on site, notices advising persons other than your employees entering the construction sites of the precautions they are required to observe while on site.

- 4.2 Principal Contractor shall submit all the required documentation in line with the Disaster management Act (OHS COVID-19 Work Integrated strategy with mitigation measures) – as part of their OHS File submission for evaluation.
- 4.3 Compliance Monitoring Plans for sites on a daily basis shall be developed and reporting or escalating process clearly stipulated on how to correct all non-compliances.
- 4.4 All new projects where permissible the principal contractor shall comply to Eskom MOU standard, SHE Specification requirements including but not limited to this SHE Specifications without derogating from any other COVID-19 sectoral directive.
- 4.5 Every principal contractor must check regularly on the websites of the National Department of Health, National Institute of Communicable Diseases and the National Institute for Occupational Health whether any additional PPE is required or recommended in any guidelines given the nature of the workplace or the nature of a worker's duties. <http://www.health.gov.za/> <https://www.nicd.ac.za/> <http://www.nioh.ac.za/>.

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5. HOURS OF WORK

All work conducted on site shall fall within the legal requirements in accordance with the Covid-19 curfew work permit requirements whenever applicable. There shall be no work permitted/performed outside working hours as indicated by the Disaster Management Act.

In so far as any contravention of these directives constitutes a contravention of an obligation or prohibition under OHSA, the offences and penalties provided for in section 38 of OHSA and any sectoral guidelines apply.

6. OMISSION TO THIS SPECIFICATIONS

By developing this SHE specification, Eskom – Distribution MOU SHEQS has endeavored to address the most critical aspects relating to COVID-19 OHS issues in order to assist the contractor in adequately providing for the health and safety of employees on site. Further risks identified by Eskom, or its agents will be included in the contract works information and/or relayed at the clarification or negotiation meeting.

Should Eskom not have addressed all COVID-19 OHS aspects pertaining to the work that is to be executed for, the principal contractor needs to include these in their OHS COVID-19 OHS strategy and inform Eskom of such issues when submitting the project, SHE File.

7. ACCEPTANCE AND AUTHORIZATION

This document has been seen and accepted by:-

Name	Designation
Donald Kekana	Middle Manager SHEQS
Pravind Orrie	Senior Manager: Asset Creation
Faans Van Zyl	Middle Manager Network Planning
Noko Kgare	P

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8. REVISIONS

Date	Rev.	Compiler	Remarks
Jan 2022	04	Audrey Mashele	SHE specifications Addendum to address the COVID-19 Construction Projects Related with Mpumalanga Operating Unit in line with COVID 19 guidelines.

END

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