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|  | Tactical Response Team Scope of Work | Medupi Power Station |
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Title: **Medupi Power Station Tactical
Response Team and Drone (Aerial
security) Scope of work**

Document Identifier: **240-139477273**

Alternative Reference Number: **N/A**

Area of Applicability: **Medupi Power Station**

Functional Area: **Security**

Revision: **1**

Total Pages: **12**

Next Review Date: **March 2024**

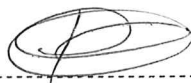
Disclosure Classification: **Controlled Disclosure**

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Date: 2022/02/23

Date: 2022/02/22

Date: 23/02/2022

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1. Introduction

Medupi Power Station concluded a security service contract with Eulitsaki Security Services in 01 September 2021 for a three-year period. The scope did not include Tactical Response Team and Drone (Aerial) security, as we wanted different security company for it.

The strike team will be on site as and when required. Their primary role is to enhance the current security measures on site and take over their responsibility in case of emergency whereby the contract security is unable to provide the services. This is for protection of Eskom personnel, contractors, the visitors, infrastructure and equipment against unusual threat in that time. The unusual threat like, gathering or marching on site, gathering or vandalising and marching around site and other Eskom facilities in Lephalale area, disruption of transportation ferrying Eskom employees, contractors and visitors.

Their secondary role is to assist with escorting of employees and protecting the NKP during emergency and in case local security abandon their posts.

The drone team will monitor the site through aerial surveillance, monitors escorting of fuel trucks as well as Security officers at critical posts. The drone team will also do LIDAR aerial solution for the station. The team will also have investigating team to conduct investigation of theft, gather information that could assist in investigation and preventing thefts to take place.

Due to the criticality of this installation to Eskom and the country, coupled with the specific requirements for safeguarding national key points, it is imperative to ensure that we have this contract in place to ensure the continuity of protection for the site employees, assets and information continuously. The contract will be for 60 months.

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2. Security Patrol and Escort services and Tactical Armed Response Services (Grade C & NKP Guards)

1. Execution of crime prevention patrols and armed response at the critical network infrastructure and hotspot areas including any other specified sites within regional boundaries.
2. Visiting and patrolling of Eskom sites at irregular intervals and not in a specific sequence, to detect the presence of unauthorized person, suspicious activities or occurrences that may endanger personnel or critical network infrastructure.
3. Prevention of unauthorized removal of Eskom assets from Eskom sites and network infrastructure.
4. Perform armed response activities to Eskom offices, and hotspot areas in the assigned area of operation.
5. Provide escort duties to Eskom employees and contractors while working in hotspot areas and as required by Eskom.
6. The patrol teams will be expected to report for duty at a specified Eskom site before commencement with patrol activities. Eskom reserves the right to change the reporting base within the boundaries of the allocated geographical area.
7. The Eskom Security project manager or his/her delegate reserves the right to re-direct crime prevention activities in his/her area of responsibility.
8. No deviations from the operational plan without the authorization of the Eskom Security project manager or his/her delegate will be permitted.

The Security Service providers' duties are not limited to the above, but shall include any other legal security activities that Eskom may introduce in order to enhance security in the Operating Divisions, in line with the security services outlined here above and such activities shall be communicated to the Service provider in writing.

3. Tactical Response and Special Operations

Tactical Security Services will be required to respond to potential and emerging risks (public demonstrations and labour unrest) on a continuous basis deployable at different location in an Operating Division due to threat assessments.

The nature of duties shall entail but shall not be limited to the following:

1. Patrolling, monitoring, safeguarding of affected critical and vulnerable plant and other random proactive patrols in and around targeted areas.

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2. Fully kitted uniformed security officers equipped with appropriate personal protective equipment, appropriate arms, to manage and control violent incidents or other situations.
3. Immediate deployment to crime or incident scenes.
4. Fast and effective high-risk tactical response services.
5. Intervention/ reaction to any life threatening situation(s) on Eskom sites.
6. Ability to mobilize and deploy Teams at short notice within reasonable and acceptable timeframes.
7. Situational reports and a complete operational report - Daily briefings and debriefings on location (Issuing of tasks).
8. Video recordings of all incidents (events/situations) that require tactical response.
9. Safeguarding of critical / vulnerable assets until the crime situation has stabilized.

4. The drone team (Aerial Security)

1. The drone team will monitoring the fuel trucks movements from the gate until they leave the station
2. Monitor the security officers escorting the trucks as well as officers at the weighbridges and fuel oil plant.
3. The drone team will also do aerial surveillance of the conveyer belt from 10 000 Silo to the station.
4. The team will also monitor critical outside key points such as 100 000 Silo, Raw water dam, Ash dam, Sewerage treatment plant and Coal stockyard through security officers equipped with technological equipment(camera and video taking uniform) and if they see movement, they will alert the response team who will then attend and give feedback
5. The drome will also patrol plant through security officers equipped with technological equipment(camera and video taking uniform) which will be linked to their control room.
6. The drone team will also do LIDAR aerial solution for the station
7. The team will also have investigating team to conduct investigation of theft, gather information that could assists in investigation and preventing thefts to take place.

5. Firearms

1. Only Eskom approved firearms namely, 9mm pistols, Rifles and Shotguns may be allowed for usage in terms of this contract. Revolvers are specifically excluded for usage as per this contract.
2. Armed Security officers must have competency certificates for the specific firearm in possession thereof.
3. Security Company is responsible for providing firearms, ammunition, firearm safe and registers as per Firearm Act.

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4. Only company firearms licensed in the security service providers name may be utilized as per this contract.
5. The contractor must ensure provision of equipment/facilities for making firearms safe. A Procedure to that effect, should also be in place.
6. Each armed security officer must be provided with two full (ammunition) magazines.
7. The service provider must ensure that Security officer's private firearms are not utilized for their business purposes, in terms of this contract.

6. Security Officers (Grade B & NKP)

1. All Security officers must be registered with PSIRA at the required grade.
2. Security officers must be in possession of their PSIRA and company 1.0 card at all times.
3. Armed Security officers must possess firearm competency certificates (issued by SAPS) and carry it at all times.
4. Armed Security officers must always carry Firearm permits as per the Firearm control Act.
5. Armed Security officers must have completed SASSETA training on the specific firearms they are expected to use.
6. Armed security officers should have undergone Regulation 21 training and continue to do so for at least once per year.
7. Security officers will be expected to sign a declaration of Secrecy, before commencements of their duties in terms of this contract.
8. Security officers may be subjected to a screening process.
9. Security officers should not have been convicted of any criminal offence and should disclose all pending criminal prosecutions against them. Non-disclosure of such will result in the officers' automatic removal from Eskom site or duties.
10. Security officers should be able to read, write, and express themselves well in English.
11. Security officers may be required to undergo a polygraph tests as and when required.
12. Security officers tasked, as dog handlers must have been trained at an accredited institution and have appropriate qualification as dog handlers.
13. Security officers expected to perform driving activities as part of their tasks should have undergone driver training at an accredited institution.
14. Security officers will not be allowed to access IT networks registries, communication networks or any sensitive/zoned areas even when responding to alarms.
15. Security officers should be trained on the Standard Operating Procedures (SOPs) relevant for their site of deployment and/or be made available for training by Eskom at no additional costs on any process or procedure necessary for them to do their duties. Proof of training must be kept on file and availed to Eskom on request.
16. No security officers are to be deployed in terms of this contract, before undergoing necessary Eskom induction, training and assessments. Eskom reserves the right to remove such

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Officers that have not complied with this requirement from their sites or duties as per this contract at the cost to the contractor.

7. Training

All Security personnel deployed must be trained in terms of the various legislative requirements. (Private Security Industry Regulatory Authority (PSIRA), National Key Point (NKP), Firearm Control Act (FCA)). All Security personnel to comply with the continuation and refresher training in terms of the NKP and FCA.

8. Supervision (Grade A)

A PSIRA Grade A supervisor must supervise all deployed guards. The supervisors must ensure that guards deployed at rural/ remote sites or areas with transport challenges are assisted to reach the sites. Smaller and remote sites will require a roaming Supervisor. The posting of guards is required to be done by the Supervisor at all sites (the practice of "self-posting" is not permitted). All equipment must be tested during each and every shift change.

9. Communication

The service provider must ensure suitable continuous communication between operational control room and their deployed staff. Either one or more of the following mediums of communications shall be provided as per user requirements: hand-held radios, satellite radio, contracted cell phones, base radios and push to talk (PTT).

10. Contingency plan

The service provider must have contingency plans in place for the following:

1. Own Strike/Labour unrest amongst own staff.
2. Shortage of Manpower due to e.g. absenteeism, sick leave annual leave.
3. Equipment Failure e.g. Vehicle breakdown and Communication system.

11. The working times/ Shifts

1. Working times determined by PSIRA -- 48 hours per week Shift workers and 45 hours per weekdays
2. The security service is required 24 hours a day on a two shift cycle i.e. 06:00 to 18:00 dayshift and 18:00 to 06:00 night shift.
3. A signed off reviewed list of Security officers deployed in terms of this contract must be provided on monthly basis, within 5 days prior to the commencement of the new month.
4. The contractor is responsible to ensure that every shift complement is satisfied before commencement of the shift.
5. Safe handling of firearms during shift changes must be adhered to at all times. The contractor must ensure that a procedure is put in place to that effect.

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6. Safes must be provided by the contractor for the safekeeping of firearms not in use.
7. The Security Officers will be expected to do a pre-job / daily risk assessment and safety talks before commencement of every shift.

12. Security Registers

1. The Security Service provider will be required to provide with the Occurrence books, visitors and after-hours register where necessary.
2. Occurrence book to be correctly completed by Security officers and supervisors listing all occurrences and visits on site.
3. Visitors register to be completed daily and filed on site for future reference and pages must be numbered.
4. Contractor must ensure that quality registers are provided. Register must remain bonded, with no loose pages.
5. Response to incidents must be handled according to the relevant SOPS and/or work instructions for each site.
6. All incidents and response must be immediately reported to the Eskom control room.
7. The SAPS must be contacted immediately only for criminal incidents or suspected ongoing criminal activities.
8. Weekly status reports are to be supplied by the service provider.
9. The contractor is to ensure that all involved personnel are available for relevant court proceedings, incident investigations and assist Eskom and the SAPS in their investigations as and when required.
10. All incidents (including incidents in terms of the Occupational Health and Safety Act), should be reported within 24 hours and a preliminary investigation report provided within 24 hours as well as a final Incident investigation report within Seven (7) days.

14. Documentation

The following documentation is to be supplied by the security service provider at least four (4) weeks before a Task order can be issued and commencement of the contract.

1. List of all potential security officers intended to be deployed on Eskom sites in terms of this contract.
2. Certified ID copies and PSIRA certificates of all security officers.
3. Certified copies of firearm competency certificates of the security officers.
4. List of all firearms to be used and certified copies of the licenses.
5. Certified copies of all Security officers' firearm competency certificates.
6. Certified copies of SASS ETA training certificates for all armed Security officers.
7. Certified copies of the company and Directors PSIRA registrations certificates.

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8. Criminal check records as proof that the Security officers have not been convicted of any criminal offence.
9. A list of all vehicles and maintenance records for vehicles to be used as per this contract.
10. Driver risk profiles must be submitted for every driver as per this contractor.
11. A compressive risk assessment and a site risk assessment report for all sites.
12. Emergency Preparedness procedure with relevant contact details.
13. Equipment list per site.
14. Standard operating procedures per site to include the following but not limited to and should be approved by Eskom representative before application:
 - Wearing of uniform standard
 - Communication procedure.
 - Firearm handling procedure
 - Shift changes.
 - Response process.

15. Safety Requirements

1. All vehicles utilized to transport staff, must be fitted with SABS approved seatbelts.
2. The Service provider is responsible to ensure that the security officers deployed at Ad-hoc sites have access to a shelter, water and sanitation.
3. All Security officers should receive a safety induction before they can be deployed on Eskom sites.
4. Safety recommendations following an incident shall be implemented by all Security Service providers to prevent further reoccurrences at any of the Eskom site, as per allocated timeframes.
5. Open fires, the use of bar heaters and hotplates as heaters at Eskom sites, is totally prohibited.
6. Security officers should observe the provisions of the Criminal procedure Act and all relevant legislation regarding the use of minimum force. Security officers should at all-time use minimum force sufficient to bring the situation under control and such force shall cease as soon as the situation is brought under control. No deliberate assault on suspects will be condoned.

16. Operational equipment requirements

1. A list of equipment shall be fully specified as per sites requirements in the bill of quantities
Eskom will provide specifications for mobile guardhouses and facilities.
2. Service providers must supply this on an "as and when" required basis.

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3. The specification will be determined per the task order. All vehicles must be equipped with a local global positioning system or any other vehicle tracking device or system.

17. Manpower requirements

All Security officers deployed at Eskom sites must comply and adhere to Eskom policies and all relevant national legislations.

18. Salaries and Payment

Security companies shall pay security guard at least the minimum wage specified on the Sectorial Determination, of the Private Security Sector, South Africa. Register all security guards with the Department of Labor: UIF, COID and provident fund.

19. Uniforms

1. The contractor must comply with legislative requirement {PSIRA Regulation 13). Uniform items must be kept in clean, neat and good condition at all times.
2. Uniform must be functional in terms of the environment where security staff are deployed.
3. Bullet proof vests shall be worn as part of uniform by all security officers. Only Eskom shall indicate exclusions to this rule for certain sites or posts as per the site risk assessments; if applicable.
4. For obvious hygiene and safety reasons, each Security officer must be issued with his/her own bulletproof vest.

20. Acceptance

This document has been seen and accepted by:

| Name | Designation |
|-----------------|---------------------------------|
| Sipho Ramushu | Service Manager |
| Tendani Mukhuba | Risk Management Manager(Acting) |

21. Revisions

| Date | Rev. | Compiler | Remarks |
|--------------|-------------|-------------------|-------------------|
| January 2024 | 1 | Morongoa Sebolayi | First Development |

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22. Development Team

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

- a. Morongoa Sebolayi
- b. Sipho Ramushu

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23. Non Performance

Schedule of Deficiency and Penalties

| DEFICIENCY | PENALTY |
|---|--|
| 1. Security officer (SO) not posted on duty as SO | One shift cost deduction agreed upon (Short posting) ²² . |
| 2. 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. | One shift cost deduction |
| 5 Desertion of post by SO | One shift cost deduction |
| 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) | One shift cost deduction |
| 8 SO without a functional torch or spot light | 10% deduction of the SO shift rate |
| 9 SO or site without a functional radio or PTT | 10% deduction of the total monthly site cost |
| 10 No functional panic button on site only for applicable | 10% deduction of the total monthly site cost sites |
| SO not wearing bulletproof vest. Vests worn without | 50% deduction of the SO shift rate per |
| 11 plates and wearing of non-level 3 bulletproof vests will be deemed as no bullet proof vest was worn. | occurrence be |
| 12 SO not armed in one shift | 50% deduction of the shift rate |
| 13 Non submission of vehicle tracking reports | Non-payments of the total services (i.e. the cost for the SOs, vehicle and dog) |
| 14 Non submission of site inspections reports by Crime and response team. | Non payments of the total services (i.e. the prevention cost for the SOs, vehicle and dog) |
| 15 Late reporting of patrol teams at designated reporting the SOs, vehicle and dog) | Total shift cost deduction (i.e. the cost for site. |
| 16 SO not wearing proper uniform items or uniform is out. | One shift cost deduction worn |
| 17. SO not wearing bulletproof vest. Vests worn without | 50% deduction of the SO shift rate per |
| 18. SO not in possession of a baton or hand-cuffs | 10% deduction of the SO shift rate |
| 19. Unavailability of patrol teams on call out. | Total shift cost deduction (i.e. the cost for the SOs, vehicle |

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