

Opening and Closing of doors			vehicles and facility doors		Struck by and pinch point		Poor maintenance, Lack of concentration, lack of knowledge/ awareness (restricted area) 2) Adverse weather condition	KET Employees and Contractors Employees	KET and Contractors Managers	Daily	Injury (minor to major)	Inspections, Awareness, warning signages					SHE and Formen Forums, Safety vehicle campaign, installation of door transparency screens and PPE (gloves and safety boots)	Inspections audits	Security Manager, Support Services, Contractors managers	OHS Act, Facilities regulations and Construction Regulation 23, Kusile SHE Specification			
workplace Psycho-Socio & Human Factors	R	KS60		RS62	1) Fatigue 2) Frustration	Safety	1) Overtiredness, 2) uneven distribution of duties/responsibilities; planned events and acceleration of activities affect the schedule	KET Employees and Contractors Employees	Line managers and HR	Weekly	stress, mental illness	Proper planning (allocation of resources); Eskom assistance program and wellness clinic	4	C	II	Mostly effective	Targeted awareness campaigns; improvement of working relationship with line manager (brothers keeper)	Leave of absence monitoring; Time sheet	line manager and HR	Leave management procedure; Basic conditions of service, basic condition of employment Act and labour relations Act			
	R	KS61	1) workload	RS63	1) Fatigue from working long hours								3	C	II	Mostly effective				Leave management procedure; Basic conditions of service, basic condition of employment Act and labour relations Act			
			2) work hours	RS64			1) Long hours (overtime) and long travel times outside the feeding teams				1) mental illness (e.g. stress) and Motor vehicle incidences	1) Project Labour Agreement and Basic conditions of service; Planned overtime schedule, and	5	C	II	Mostly effective	Add extra resources to minimize long working hours	Time sheet, complain register to IR	line manager and HR	Leave management procedure; Basic conditions of service, basic condition of employment Act and labour relations Act			
	R	KS62	3) Inherent work place dynamics	RS65	1)Harassment 2) Unfair treatment	Health	1) lack of diversity in a workforce,violation of human right, poor management of stress,lack of people management 2) Prejudice				mental illness),e. depression, stress, etc. Jobseekers,Resignation	1) EAP, Internal relation intervention,Diversity management Awareness ,Ethics training	2	C	II	Mostly effective	External professional medical assistance	Complain register to IR	line manager and HR	Leave management procedure; Basic conditions of service, basic condition of employment Act and labour relations Act			
	R	KS63		RS66	3) Bullying		1) Power dynamics, Cultural and language difference in the workplace & Immoral				stress, mental illness, depression, absenteeism	EAP, awareness training on code of conduct practices and employees rights	2	C	II	Mostly effective	Ensure cultural diverse employees understand laws at workplace,	leave of absence monitoring; Time sheet, complain register to IR	line manager and HR	Leave management procedure; OHSAct, Sec 14 Basic conditions of service, basic condition of employment Act and labour relations Act			
	R	KS64		RS66	Less aware of laws and workplace norms		2) lack of orientation of new employees ,				stress, depressed, absenteeism	EAP, induction and training of new employees	3	C	II	Mostly effective	Full Orientation and continuous awareness training on legal updates and organisation norms and standards	leave of absence monitoring; Time sheet, complain register to IR	line manager and HR	Leave management procedure; Basic conditions of service, basic condition of employment Act and labour relations Act			
Provision of food and water	R	KS65		RS67	Burns ,explosion , machine failure		Not following SWP ,inspections on machinery not done , lack of machinery service	Contractor employees	site services	Daily	Fatality, injuries and property damage	SWP , Maintenance ,training and awareness	5	C	II	Mostly effective	Regular Audit inspections	Inspections	Support Service Manager	FCD Act : Food Hygiene and safety management standard rev 3			
	R	KS68	Hot surfaces , steam, oil /Fire , Gas , machinery	RS68	expired food, and Food contamination	Safety	No food labelling, No food samples, Not following swp ,poor food hygiene practices, poor cleaning	Contractor employees	site services	Daily	Fatalities ,medicals	SWP Training , food samples ,food labelling for consumption period, awareness, Certificate of acceptability	5	C	II	Mostly effective	Regular Audit inspections	Inspections	Support Service Manager	FCD Act : Food Hygiene and safety management standard rev 3			
	R	KS67	food handling, preparation and storage	RS69	pinch point	Health	No machine guard , not adhering to SWP ,lack of maintenance	Contractor ,Eskom employees & Visitors	site services	Daily	LTI	Maintenance , Training and SWP	4	C	II		Regular Audit inspections	Inspections	Support Service Manager	FCD Act : Food Hygiene and safety management standard rev 3			
	R	KS68	Food conveyer	RS70	suffocation	Safety	Not adhering to the swp ,	Contractor ,Eskom employees & Visitors	site services	Daily	Fatalities ,medicals	SWP, Training , maintenance ,safety lock system	5	B	II		Regular Audit inspections	Inspections	Support Service Manager	FCD Act : Food Hygiene and safety management standard rev 3			
	R	KS69	Walk in fridges	RS71	contaminated water	Health	Poor cleaning, contamination from the source, poor hygiene practices	Contractor ,Eskom employees & Visitors	site services	Daily	medicals and LTI	cleaning schedule, SWP and Water sampling	4	C	II	Mostly effective	Regular Audit inspections	Inspections	Support Service Manager	OHS Act, HCA Regulation Facilities rev 9			
	R	KS70	drinking water	RS72	1)Skin irritations contact with chemicals, 2) slip trip and fall ,3) cut by tools 4) Burn	health	1) Not adhering to SOP and MSDS 2) No wet surface signage, 3) Defective tools , poor maintenance of facility,Using wrong tool for the job 4) Using wrong tool for the job, Not adhering to SWP, Tap not properly labelled	Contractor ,Eskom employees & Visitors	site services	Daily	LTI, Medical and first aid	MSDS ,SWP, Training	4	C	II	Mostly effective	Awareness campaigns	Inspections	Support Service Manager				
Cleaning	R	KS71	1) Chemicals 2) Wet surfaces 3) Tools 4) Hot surfaces (Hydracals) and water	RS73	1) Instability, fighting, damaging to property	Safety	1) Disputes and disgruntled public / employees	KET public visitors,employees and Contractors Employees	Security Manager	Adhoc Basis	Fatality, injuries and property damage	Project Labour agreement, Central management forum, stakeholder engagement, Communication alert sent to employees during unrest	5	C	II	Mostly effective	Intelligence gathering, Periodical refresher training and Mock drills	Mock drills	Security Management	PLA agreement, Criminal Law Procedure Act, Labour Relation Act			in progress
Site and Public Unrest	N	KS72	1) Violent Uncontrolled people	RS74	Cut by, splashed by	Safety	Improper handling, Not adhering to SOP	Contractor employee	Site services	Daily/ Monthly	Medical	Training, Disposal in designated containers,Waste Separation, Use of appropriate PPE	3	C	II	Mostly effective	Awareness	Inspections and audits	Support service manager	NEMWA			
Waste Handling	R	KS73	Medical waste and biological waste	RS75	Slips, trips and falls	Health	Poor housekeeping, liquid spillages, lack of maintenance and poor design of environments and surfaces	Contractor ,Eskom employees & Visitors	KET and Contractors Managers	Daily	LTI, Medical and first aid	Promote housekeeping, barricading hazardous area, maintenance of buildings and structures, designated walk ways and working of safety boots on site	4	C	II	Mostly effective	Awareness and site rules (i.e no running and no texting while walking), drainage/ detour of walkways during rain storms	Inspections and audits	KET Management	OHS Act and SHE Spec. 10			
Walking on site	R	KS74		RS76	Accidental discharge	Safety	Deviation from Procedures, unfamiliar with a specific fire arm	Contractor ,Eskom employees & Visitors	Security Manager	Daily	Fatality, Medical and First aid cases	Gun Competency Training, Fire arm procedures, bullet trap bin	5	B	II	Mostly effective	Re-fresher awareness and shift manager to over see process	Inspections	Security Management	NKPAP and Fire arms control Act			
Handling fire arms	R	KS75	Fire arms	RS77	Slips, trips and falls	Safety	landscaping	Contractor ,Eskom employees & Visitors	KET and Contractors Managers	Daily	Medical and first aid cases	awareness (bod placement) and correct PPE to be worn	4	C	II	Mostly effective				The Fertilisers, Farm Feeds, Agricultural Remedies and Stock Remedies Act, 1947 (Act No. of 1947) and Health and Safety Act (Act 85 of 1993),			
Horticulture		KS81	Uneven surfaces	RS83	Bites and stings	Safety	animal encounter				injuries and property damage	inspect before use, employee training, screening and use of alternative equipment	3	C	II	Mostly effective	Relocation of vehicles, signages and spotters	Inspections and audits	Support service manager				
		KS82	animal and insects	RS84	Pinched points, Cut by and struck by	Safety	Damaged tools, improper handling, congested work areas, working near buildings/vehicles				Medical cases	Use of long sleeve overalls , dust mask and job placement	3	B	III	Mostly effective	Awareness						
		KS83	Hand tools	RS85	Skin irritation and respiratory irritation	Safety	allergic reaction				injuries and property damage	Training, Use of chemical as per SDS and correct PPE	3	B	III	Mostly effective	Awareness						
Handling ash	R	KS84	Vegetation	RS86	Skin irritation and free	Health	Fuel and horticultural chemicals						3	D	II	Mostly effective							
		KS85	Chemical	RS87	Ash inhalation	Safety	Suspended ash particles due moving machinery, manual handling, malfunctioning plant and strong winds	Eskom employees, contractor employees and visitors	Construction Managers	Daily	Fatality, Medical, first aid cases and property damage	Regular maintenance of plant, dust suppression, PPE	3	D	II	Mostly effective	Awareness and Air Monitoring	Inspections and audits	Construction Managers				
	R	KS100	Fly ash dust	RS102	Skin contact	Safety							3	D	II	Mostly effective							
	N			RS104	Eye irritation	Safety							5	B	II	Mostly effective	Temporary stop activities			HCA Regulation			

		RISK MATRIX				
Consequences	6	I	I	I	I	I
	5	II	II	II	I	I
	4	III	III	II	I	I
	3	IV	III	II	II	I
	2	IV	IV	III	II	II
	1	IV	IV	III	III	III
		<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>	<i>E</i>
		Likelihood				

Priority	Risk ranking	Action required
I	Very high	Immediate action required.
II	High	Strong mandatory action required
III	Medium	Action required, possibly at administrative level.
IV	Low	Minor or no action required.