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Project Name: Provision of Security for Eskom NTCSA KwaZulu Natal

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Date:20/02/2025



SHE Manager

Date: 20/02/2025

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1. Introduction

This SHE specification is Eskom NTCSA minimum requirements which are required to be met for the specific contract and for the duration of the contract period by contractors and where required, the delivery organization.

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The contractor is expected to develop a coherent SHE Plan in line with the scope of work issued and this SHE Specification. Eskom NTCSA in no way assumes the contractor’s legal responsibilities. The contractor is and remains accountable for the quality and the execution of his/her health and safety programme for his/her employees and appointed contractor employees.

This SHE specification reflects minimum requirements and should not be construed as all encompassing.

Note 1: All the requirements listed hereunder are in relation to the contract and do not supersede or replace any organizational SHE requirements

2.Supporting Clauses

2.1 Scope

This SHE specification lists the legislative and Eskom’s requirements and where applicable, any requirements pertaining to Local Authorities/ Municipal by-laws/ Environmental legislation that must be met by the contractor.

2.1.1 Purpose

This specification sets out the minimum legislative and organizational requirements for the specific scope of work.

2.1.2 Applicability

This SHE specification is applicable to the contractor tendering for the issued scope of work at Eskom NTCSA, KwaZulu Natal.

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] Basic Conditions of Employment Act No 75 of 1997.

[2] Occupational Health and Safety Act and Regulations No 85 of 1993.

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[3] National Environmental Management Act 107 of 1998.

[4] 32-37 Eskom Substance Abuse Procedure.

[5] 32-136 Contractor Health and Safety Requirements

[6] 240-62196227 Life- saving Rules

[7] 32-95 Occupational Health and Safety Incident Management Procedure

[8] 32-727 SHEQ Policy

[10] 240-62946386 Vehicle and Driver Safety Management Procedure

[11] 32-520 Risk Assessment procedure

[12] ISO 9001: 2015 Quality management system

[13] 39-71 Quality Control Plan and contact Quality Control Plan Approval Standard

[14] ISO 45001: 2018 Occupational health and safety management system

2.2.2 Informative

[1] Tobacco Products Control Act 83 of 1993 (Updated 2011.05.19)

[2] Constitution of the Republic of South Africa No 108 of 1996

2.3 Definitions

Definition	Explanation
Sub- contractor	Means a contractor appointed by the appointed contractor
Risk Assessment	(32-520) baseline operational risks refer to the health and safety risks associated with all standard processes and routine activities in the business,

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Employee	(OHS Act) means, subject to the provisions of subsection (2), any person who is employed by or works for an employer and who receives or is entitled to receive any remuneration or who works under the direction or supervision of an employer or any other person
Employer	(OHS Act) means, subject to the provisions of subsection (2), any person who employs or provides work for any person and remunerates that person or expressly or tacitly undertakes to remunerate him/her, but excludes a TES (ex labour broker) as defined
Environment	(32-94) means: a the land, water, and atmosphere of the earth; b. micro-organisms and plant and animal life; and c. any part or combination of (a) and (b) and the interrelationships among and between them, and the physical, chemical, aesthetic, and cultural properties and conditions of the foregoing that influence human health and well-being
Management plan	A detailed plan of action prepared to ensure that recommendations for enhancing or ensuring positive impacts and limiting or preventing negative environmental impacts are implemented during the life-cycle of a project. This Environmental Management Plan should preferable

2.3 Definitions

Definition	Explanation
Health and safety specification	(OHS Act) means a document specification of all health and safety requirements pertaining to associated to a contract, so as to ensure the health and safety of persons.
Lifesaving Rules	(240-62196227) a rule that, if not adhered to, has the potential to cause serious harm to people.
Medical Certificate of fitness	(OHS Act) means a certificate valid for one year, issued by an occupational health practitioner, issued in terms of the regulations, whom shall be registered with the Health Professions Council of South Africa

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Method statement	(OHS Act) means a written document detailing the key activities to be performed in order to reduce, as reasonably as practicable, the hazards identified in any risk assessment
Appointed contractor	(In the text of this document) Means an employer, as defined in section 1 of the OHS Act, who intends to tender for or has signed a contract with Eskom for services rendered.
Risk assessment	(OHS Act) means a programme to determine any risk associated with any hazard at a construction site in order to identify the steps needed to be taken to remove, reduce, or control such hazard.

2.4 Abbreviations

Abbreviation	Description
AIA	Approved Inspection Authority
BU	Business Unit
CE	Chief Executive
CNC	(Eskom) Customer Network Centre
COID Act	Compensation for Occupational Injuries and Diseases Act
DEL	Department of Employment and Labour (Inspection and Enforcement services – Provincial office)

Abbreviation	Description
AIA	Approved Inspection Authority
BU	Business Unit
CE	Chief Executive
EAP	Employee Assistance Program
EP	Emergency Preparedness
ERfW	Environmental Regulations for Workplaces
GAR	General Administrative Regulations
GSR	General Safety Regulations
LDV	Light Delivery Vehicle
LoG	(COID) Letter of Good Standing
NEMA	National Environmental Management Act
OHS Act	Occupational Health and Safety Act and Regulations, 85 of 1993

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SABS	South African Bureau Standard
SANS	South African National Standard

2.5 Roles and Responsibilities

2.5.1 Appointed contractors and sub- contractors

Note 1: Most of the roles and responsibilities listed apply to both appointed contractors and sub- contractors. Where some of the listed do not apply to both, then the specific responsibilities will be listed and titled. The contractors shall:

1. Carry out all duties as listed in section 8, 9 and 10, the various other regulations that form part of the OHS Act.
2. Carry accountability and responsibility for the safety and health of their employees and their appointed contractors within their working area, as contemplated by section 37(2) of the OHS Act.
3. Shall keep a record of all employees including the sub- contractor employees, including date of induction, relevant skills and licenses and be able to produce this list at the request of the Project/Contract Manager.
4. Ensure that all their appointees are made aware of their accountability and responsibilities in terms of their appointment and that they advise and assist these appointees in the execution of their duties.
5. Ensure that the minimum legislative, regulatory and Eskom NTCSA SHE requirements are complied with on all work sites.

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6. Give the Eskom project/contract managers and line managers / responsible managers their full participation and co-operation.
7. Compile a SHE (health and safety) file where all relevant health and safety records must be kept for each work site.
8. The appointed contractor must hand over a consolidated (to include any appointed sub-contractor's files) health and safety file to the Eskom NTCSA project manager on completion of the project as the list of sub- contractors, the agreement, and the type of work completed.
9. The appointed contractor **must** provide the project manager with a certified copy of his/her Compensation Commissioner's valid letter of good standing before the commencement of work and any future renewal letters obtained during the project for record-keeping purposes. The letter of good standing shall reflect the name of the contractor's company. Similarly, the appointed contractor must provide the Eskom project manager with all the valid letters of good standing from their sub- contractors.
10. Sub-contractor must provide the appointed contractor with a certified copy of his/her Compensation Commissioner's valid letter of good standing before the commencement of work and any future renewal letters obtained during the project for record-keeping purposes. The letter of good standing shall reflect the name of the contractor's company.
11. Appoint competent staff to perform the project work and ensure that all employees are trained in the health and safety aspects relating to such work and that the employees understand the hazards associated with all other work being carried out on the project.
12. Ensure that all employees are conversant with all relevant work procedures and that they adhere to such procedures. Similarly (without removing the appointed contractors' responsibilities), ensure that their sub-contractors and their employees are conversant with all relevant work procedures and that they adhere to such procedures.

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13. Co-ordinate the activities of all the sub-contractors in the interests of safety and health,

14. Ensure that potential contractors (whom they intend appointing) submitting tenders have made detailed provision for the cost of safety and health measures throughout the project.

15. Stop his /her employees and any appointed contractors if project work is not in accordance with the health and safety plan or if such work poses a threat to the health and safety of persons or a risk of degradation to the environment.

16. Take reasonable steps to ensure cooperation between all their sub-contractors.

17. Only appoint contractors to do work, if satisfied that the contractor has the necessary competencies and resources to perform the work safely.

18. Appoint full-time competent employees during in writing to supervise the performance of all specified work throughout the contract period. e.g Supervisor

19. Ensure that the supervisor or manager do not supervise work on any site other than the site for which such supervisor has been appointed for.

Note 2: In determining the number of appointed competent supervisor, the nature and scope of work being performed, shall be taken into consideration.

Note 3: If a sufficient number of competent employee(s) have been appointed to assist the appointed supervisor, the supervisor may supervise more than one site.

20. Appoint a safety representative in writing for the duration of the activity. Not victimize or dismiss employees, by virtue of the employee's divulging health and safety information or suspecting such information has been divulged, in the interests of health and safety requirements.

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21. Follow a process of disciplinary action if any of their employees or their appointed sub-contractor employees have transgressed any of the requirements of the health and safety specification, safety and health plans, site rules or any other requirements.
22. Ensure that all appropriate precautions are taken to protect persons (visitors, members of the public, and other contractors) present at work or in the vicinity of a site against all risks that may arise from such site.
23. Before the commencement of any work, conduct risk assessments. This should be done by a competent person appointed in writing with a view to identify hazardous and potentially hazardous work operations. Ensure that pre-task risk assessments are conducted and documented daily and prior to the starting of any new task, irrespective of whether it is a repetitive task or not.
25. Take prime responsibility for all aspects of environmental management associated with the project activity for which they are responsible.
26. Provide any sub-contractor who is making a bid or is appointed to perform work on Eskom NTCSA behalf, with the relevant sections of the documented Eskom NTCSA SHE Specification.
27. Appointed contractors are required to approve sub- contractor’s health and safety plans if they meet all the requirements.
28. Must ensure that the company’s medical surveillance programme for the duration of the contract is in place and maintained.
29. Prior to having pre-employment and periodic medicals fitness examinations conducted, person/man job specifications must be compiled and handed to the occupational health practitioner appointed by the contractor.
30. Ensure that pre-employment, periodic and exit medicals are carried out on their employees. Medical assessments must be conducted by a registered Occupational Health Practitioner. During the pre-employment medical, where employees will be required to work at heights, they will also be required to undergo the required employee physical and psychological fitness examinations.
31. Ensure, prior to the commencement of any work, that all persons involved in the project work, as well as the appointed contractors, have received a health and safety induction training session. Similarly, ensure that all visitors to site undergo the site’s induction training.

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32. Issue risk-based personal protective equipment (PPE) as a measure of last resort to their employees, inspect such equipment regularly and ensure recipients of PPE are trained in the proper use, care and where necessary, the maintenance of PPE;

Note 4: should the appointed contractor or his/her sub-contractors entertain visitors on site, they will be held responsible for the provision and wearing PPE.

33. On completion of the work remove all structures erected by them, and where required by law rehabilitate the environment.

34. Must have a substance abuse program which must be in line with the requirements of the OHS Act.

35. Ensure that no alcohol or other intoxicating substances are brought on to or remains on the work sites.

Note 5: Eskom will not tolerate the presence of anyone who is or who appears to be under the influence of alcohol or any other intoxicating substance whilst performing work for them or on any work site.

36. Ensure that all equipment and tools used comply with OHS Act requirements with respect to condition, use, care, storage, maintenance, and the management of these;

37. Ensure that all incidents are reported and investigated timeously by competent incident investigators.

38. Be involved in all of their sub-contractor's investigations.

39. When appointing sub-contractors, advise the Eskom project manager in writing timeously and obtain his/her approval prior to them commencing work.

40. Shall keep a record of all employees including the sub-contractor's employees, including date of induction, relevant skills and licenses and be able to produce this list at the request of the Eskom Project Manager.

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2.5.2 Site Managers

Note 1: No work may commence and or continue without the appointed supervisor by the contractor during the performance of the contracted work.

1. Assist the contractor and/or the safety officer in conducting site induction training for new staff and site visitors.
2. Communicate to all employees under their control on any hazardous and related work procedures, before any work commences and thereafter, at such times as may be determined by a risk assessment.
3. Ensure that the minimum legislative and Eskom NTCSA SHE requirements are complied with on all work sites.
4. Stop any work that is not in accordance with the safety and health plan or if such work poses a threat to the safety and health of persons or a risk of degradation to the environment. Ensure that risk-based personal protective equipment (PPE) has been issued and employees wear/use the PPE as instructed.
6. Inspect such PPE on a regular basis and record the inspections.
7. Ensure that all incidents are reported to the client and are investigated.
8. Be involved in all investigations that occur within their area of responsibility.
9. Carry out audits and or inspections on their sub- contractors on instructions of their contractor.
10. Ensure that employees under their control are conversant with all relevant work procedures and that they adhere to such procedures.
11. Ensure that daily or pre-task risk assessments are conducted and documented daily and prior to the starting of any new task, irrespective of whether it is a repetitive task. Ensure that the team are involved in the abovementioned risk assessments.
12. Hold toolbox talks at the start of each day/ task to discuss health and safety issues as well as confirming the requirements of the daily risk assessments.

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13. Ensure that all appropriate precautions are taken to protect persons (visitors, members of the public, and other contractors) present at work or in the vicinity of a construction site against all risks that may arise from such site.
14. Ensure that no alcohol or other intoxicating substances are brought on to, or remains on, the premises / work sites and that no employee remains on site if he/she is under the influence. Furthermore, report such instances to contract management.
15. Ensure that all equipment and tools used on site comply with OHS Act requirements with respect to condition, use, care, storage, maintenance, and the management of these.
16. Not victimize their employees by virtue of their employee's divulging health and safety information or suspecting such information has been divulged, in the interests of health and safety requirements (reference – section 26 of the OHS Act).
17. Where any work is performed which involves the environment, ensure that minimal damage is done to the environment and that where an Environment Management Plan is in place, then the plan adhere to the plan.

Stop any employee or contractor from performing work which is not in accordance with the appointed contractor's and or sub- contractors' health and safety plan which poses a threat to the health and safety of persons.

2.5.3 Supervisor(Section 8(2)(e))

Must:

1. Be competent to perform the required supervisory tasks; have attended a Supervisory or Legal liability competent training and a 3 years supervision experience.
2. Ensure their employees and all sub- contractors comply with the required statutory and NTCSA requirements. Inspect all work done by the employees

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and all sub- Contractors to ensure adherence to Eskom NTCSA standards and specifications

4. Conduct follow-up inspections to ensure findings are closed out and preventative action is in place.
5. Ensuring a Safe working environment is established and maintained by the contractor for the elimination of unsafe acts by all people whilst on the project site.
6. Discuss all SHE related problems with the relevant contractor management timeously in the first instance and thereafter the NTCSA project manager in the second instance relating to procedure requirements, non-conformances identified, corrective actions, audits and inspection schedules.
7. Ensuring that quality records are maintained in accordance with legislative and NTCSA requirements;
8. Continual liaison between the appointed contractor, sub- contractors and employees.
9. Ensures that employees and sub- contractors are aware of latest standards, procedures, work instructions and safety regulations issued by Eskom NTCSA:
10. Conduct site Inspections for compliance to SHE requirements and compiles the relevant inspection reports.
11. Participate in all sub- contractor incident investigations.
12. Participate in the appointed contractor's emergency preparedness planning.
13. Ensure that their own employees and those of any sub- contractor are competent to perform the tasks assigned.
14. Issue site instructions on behalf of the appointed contractor where and when the sub- contractors deviate from safety requirements.
15. Assist the appointed contractor with the handing over process, in particular the SHE file and relevant documentation.

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2.5.4 Contractor Health and Safety officer

1. The Contractor is to appoint a part-time suitably qualified experienced person to co- ordinate the organisation’s safety effort on site.
2. The following qualifications are acceptable for an appointed Health and Safety officer: Safety management diploma or an Environmental Health diploma from recognised institutions. Or a recognized safety certification (e.g. SAMTRAC – full course) with a minimum of two years working experience.
3. Promote a SHE culture within the organizations involved in the project / contract.
4. The contractor’s safety and health officer shall assist in the control of all health and safety-related matters on the sites.
5. Be involved in the developing the project SHE Plan and SHE policy.
6. Be in constant liaison and cooperate with NTCSA SHE professionals responsible for providing them with a health and safety service.
7. Ensure that this SHE specification is adhered to by his/her appointed contractor and is submitted to any sub- contractors.
8. Conduct inspections of all work sites for the duration of the project.
9. Be involved in the organisations incident investigations when required.
10. Conduct organisational, site and visitor induction training.
11. Stop any employee or contractor from performing work which is not in accordance with the appointed contractor’s and or sub- contractors health and safety plan which poses a threat to the health and safety of persons.
12. Appointed contractor Carry out audits and or inspections on their contractors as per the SHE Plan.

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3. Scope of Work

3.1 Scope of work

- Access control at Depots and substation (Guarding, registering, searching, identification and operating the gate).
- Foot patrols around the site along perimeter fence, buildings, HV yards
- Vehicle patrols around substations, depots and under the line servitude.
- Armed Response and Escorting

Note: The contractor who will be awarded this contract will be known as the “appointed contractor” and any contractor appointed by the appointed contractor will be known as the “sub-contractor.

3.2 Legal Compliance

3.2.1 Section 37(2) (Legal) Agreement

A section 37(2) agreement must be signed between NTCSA and the appointed contractor at the time of awarding the contract. The appointed contractor must ensure that a section 37(2) agreement is compiled between the appointed contractor and all their sub- contractors for the contract. This agreement must be submitted as part of the safety file package.

The original copy of the section 37(2) Agreement must be retained by the appointed contractor and a copy retained by the responsible Eskom NTCSA project manager.

Copies of all the agreements must form part of the respective contractor’s SHE file.

3.2.2 Site Access requirements

The Safety file package must be submitted to the OHS department **2 weeks** before the agreed site establishment date.

Before the successful Contractor commences with any work, the NTCSA Project Manager/Contract Manager shall ensure that;

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- A copy of the SHE Specification document is in the possession of the responsible person of the contracting company as well as the NTCSA baseline risk assessment.
- The responsible person of the contracting company and the NTCSA manager/contract manager have signed the NTCSA section 37 (2) agreement.
- The appointed contractor must be appointed in writing by the Contract/Project Manager
- The SHE Plan must be discussed and accepted by the Contract Manager and approved by the Appointed Contractor Responsible Person
- A baseline risk assessment in line with the issued scope of work must be part of the SHE Plan and accompanied by a risk assessment procedure applied. A monitoring and review plan must form part of the risk assessment procedure
- Where a Sub Contractor(s) is appointed by the Appointed Contractor, the Appointed contractor must supply the applicable Eskom NTCSA SHE specifications to the Sub Contractor(s).
- The OHS department shall assess and give written feedback to the Contract/Project Manager, where the file meets all the requirements an authorisation letter shall be issued to the Appointed Contractor
- First aid appointments must be made to meet the requirements; Appointees must be trained to level 2 from SAQA approved training provider.

3.2.3 Hazardous work by children (Child Labour)

The constitution of the Republic of South Africa, in the “Bill of Rights” is clear on the rights of children, especially when it comes to:

1. being protected from exploitative labour practices;

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2. not to be required or permitted to perform work or provide services that
 - i. are inappropriate for a person of that child’s age; or
 - ii. place at risk the child’s well-being, education, physical or mental health or spiritual, moral or social development; and the Basic Conditions of Employment Act, Chapter six Section 43 “Prohibition of employment of children”.

Before resorting to the use of child labour, due consideration must be given to the rights of the child in terms of the constitution. Where work is being performed which is not prohibited in terms of the constitution, then such work must be conducted in terms of the OHS Act “Regulations on Hazardous Work by Children in South Africa” with emphasis on paragraph 2

Purpose and Interpretation. Eskom NTCSA does not condone the use of child labour and therefore all effort must be exercised and child labour should not be used.

3.2.4 Legal Compliance

The appointed contractor and sub-contractors shall have an up-to-date copy of the OHS Act and regulations which will be available to all employees. The appointed contractor and all sub- contractors will comply with all the legislation pertaining to the issued scope of work. The appointed contractor and sub-contractors shall have an up-to-date copy of the OHS Act and regulations which will be available to all employees.

3.2.5 Requirements Specific to the issued Scope of Work

The supply of provision of moving office furniture’s, falls under medium risk in terms of supplier category as workers in the vicinity are at an increased risk of exposure/ contact to transportation and ergonomics, therefore:

- The Contractor must ensure that all personnel involved in this activity are trained and competent.

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- The Contractor must ensure the provision of qualified supervisor to ensure the safe use of manual handling during removals of furniture.
- Contractor to report to the relevant Eskom appointed Supervisor before proceeding with planned activities.
- A relevant risk assessment and method statement to be developed and applied. Before the commencement of the activities the appointed contractor to ensure that all Medical certificates of fitness that are valid must be part of the safety file package including identification documents of the employees and their competency certificates.
- The contractor must ensure all personnel are trained and competent of the manual handling or ergonomic training to minimize the risk of exposure.
- Medical certificates of fitness that are valid must be part of the safety file package including identification documents of the employees and their competency certificates.
- A detailed Risk Assessment to be submitted for review before the start of any activities
- The SHE Plan must show and describe the assignment of responsibilities, procedures and actions to be taken in the process of implementing and maintaining

the SHE Plan as well as include how deviations/non-conformances shall be managed.
- The SHE Plan must be approved by the NTCSA project manager/contract manager in writing before it is submitted to OHS department.
- The contractor must identify suitable PPE required for the scope activities including the identification of appropriate tools as per the completed Risk Assessment and applicable legal and other requirements.
- Attached proof of driver's license and PDP for the appointed vehicle operators.

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- Where the off-loading is done by the goods operator a task risk assessment must be conducted and authorised by the end user/receiver of the goods
- First aid appointments must be made to meet the requirements; Appointees must be trained to level 2 from SAQA approved training provider.
- Applicable legal appointments must form part of the safety file with competency certificates per appointment. All risk assessments must be compiled by competent person, who has a certificate of competency for Risk Assessment from SAQA approved training provider.
- The principal contractors shall provide signage where work is conducted and where unauthorised entry is prohibited and/or where alerting and cautioning passers-by to be aware of potential dangers.

3.2.6 The SHE Plan shall contain the following minimum requirements:

- Relevant applicable legal and other requirements as per issued scope of work
- Roles and responsibilities
- Process for hazard identification and risk assessment including monitoring and review plans, a further identification of opportunities must be part of the process. Interested and affected parties must be clearly outlined.
- Process for change management
- Process for employee training, competency, communication, awareness and participation
- Process for incident management and investigation.
- Process for setting objectives and programmes.
- Process in place to review the SHE Plan
- Process for performance management and monitoring
- Process for internal audits

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- Process for document and records management.
- The sub- contractors SHE Plan shall be reviewed from time to time (and in any event as and when required by the client) to ensure that it fully addresses all the issues and complies with these requirements to the satisfaction of the client.
- The cause of the non-conformance/incident; The proposed actions to correct and prevent recurrence.

3.3 COID

The appointed contractor and all his/her sub-contractors shall be registered with an appropriate employment compensation commissioner and have available a valid letter of good standing (LoG) from such commissioner. The obligation lies with the contractors to ensure that the LoG remain valid throughout the contract period. A copy of the LoG must be filed in the contractor SHE files.

3.4 Costing for SHE within the Project

The SHE costing must be itemized and must take into consideration the scope of work. The appointed contractor must make sure that he/she made adequate provision for the cost of health and safety measures during tendering process.

3.5 Eskom Life-saving Rules

1. Eskom views health and safety in high esteem and encourages that any organisation who performs work for Eskom in Eskom adopt the same view.
2. These Life-saving rules have been developed that will apply to all Eskom NTCSA Employees, agents, consultants, and **contractors**. Failure to adhere to these rules by any Eskom NTCSA employee or employee of an Appointed contractor or sub-contractor will be considered a serious transgression. These rules are being implemented to prevent serious injury or death of any employee, labour broker or contractor working in any area within Eskom NTCSA.
3. If any contractual work will be performed on any Eskom NTCSA premises (including delivery of any product), then the rules **shall be obeyed** by any contractor and their employees.

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The rules are:

RULE	DESCRIPTION OF RULE
Rule 1	OPEN, ISOLATE, TEST, EARTH, BOND, AND/OR INSULATE BEFORE TOUC (That is plant, any plant operating above 1000 V)
Rule 2	HOOK UP AT HEIGHTS Working at height is defined as any work performed above a stable work surface or where person puts himself/herself in a position where he/she exposes himself/herself to a fall from or into.
Rule 3	BUCKLE UP No person may drive any vehicle on Eskom business and/or on Eskom premises: Unless the driver and all passengers are wearing seat belts.
Rule 4	BE SOBER No person is allowed to be under the influence of intoxicating liquor or drugs while on duty
Rule 5	PERMIT TO WORK Where an authorisation limitation exists, no person shall work without the required permit to work.

Eskom NTCSA will take a stance of zero tolerance on these rules.

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

This is to ensure that **every person** who works on or visits an Eskom **returns home safely to his or her family.**

3.6 Substance Abuse

1. Alcohol and substance abuse poses a significant threat to any business, more so in industrial incidents and the driving of vehicles. Eskom NTCSA is therefore, entitled to take

reasonable steps to ensure that intoxicated persons are identified and prevented from entering Eskom NTCSA.

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2. General Safety Regulation 2A is clear on the legal stance regarding intoxication.
3. The alcohol and drug permissible level is 0%.
4. All contractors shall comply with Eskom’s procedure 32-37 (“Substance Abuse Procedure”), taking in to account that this is an Eskom Life-saving Rule number 4: BE SOBER”), this means anyone entering the Eskom will be subjected to ad hoc alcohol testing.
5. Contractors are encouraged to compile their own manual and to carry out regular alcohol testing of their own employees. The legislative alcohol level is deemed to be zero.
6. Test records must be treated as “Confidential” and filed in the employees’ personal file.

3.7 Risk assessment (refer sec 8 & 9 of the OHS Act)

The contract manager must prepare and provide a Baseline Risk Assessment for an intended work as per the scope of work to the contractor as part of the contract package that gives an overview of identified hazards and mitigation is the work area where this scope of work will be executed.

The Appointed Contractor shall develop a Risk Assessment in line with Section 8 (2)(d) of the OHS Act, in alignment to Eskom 32-520 procedure. Emerging risks and hazards must be managed during the duration of the contract. This means that if there are significant changes to a process or activity, or any new process, then these should also be subjected to risk assessment. All risks must be rated. Activity based risk assessments shall be conducted by a competent person of the Appointed Contractor.

3.8 Fire Equipment and maintenance

1. All firefighting equipment’s that have been provided shall:
 - a. Be clearly labelled
 - b. Conspicuously numbered
 - c. Entered in a register

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d. Inspected monthly by a competent person

2. Tested and serviced at recommended intervals by an accredited supplier
3. Results entered in the register and signed by competent person.

3.9 First Aid and Equipment

1. The requirements of the OHS Act GSR 3 must be observed.
2. First aid appointments must be made to meet the requirements. Appointees must be trained to level 2.
3. Where more than five employees are employed, the contractor shall provide a first aid box(es) at or near the working area.
4. When appointing employees for work sites, cognisance must be taken into account the type of work performed, the distance teams are working apart and the terrain to be covered if an emergency should arise.
5. A list of emergency numbers must be displayed on the notice boards and made accessible for all employees.
6. Appointed contractor must ensure that his /her employees and sub-contractor employees are familiar with the emergency numbers.
7. Contractors shall have one first aid box for the first 5 persons and thereafter one for every 50 or team of workers on site or part thereof, taking into account the type of work performed and the distance between teams.
8. More first aid boxes shall be provided in accordance with the risk assessment. Boxes must be available and accessible for the immediate treatment of injured persons at the workplace.
9. For offices, signs indicating where the first aid box or boxes are kept as well as the name and contact details of the First Aider of such first aid box or boxes shall be erected.
10. The Appointed contractor and sub-contractor shall ensure that alternative arrangements be made for incidents occurring after working hours

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3.10 SHE Communication Systems

Appointed Contractor/s and their sub- contractors must develop a communication procedure outlining how they intend to communicate SHE issues to their staff, the mediums they will employ and how they will measure the effectiveness of their SHE communication. Communications shall include:

- Tool box talks that shall be documented and accompanied by proof that employees were part of the talks.
- Pre- job briefing before commencement of tasks and post- job briefing after the completion of the task.
- Any shift handover must be documented where applicable

3.10.1 Toolbox talks / Daily team talks / pre job meetings

1. A meeting must be held prior to the commencement of the day's work with all relevant personnel associated with the work task in attendance. The job, relevant procedures, associated hazards, safety measures, i.e. the task risk assessments shall be discussed. Each employee who attends the briefing shall sign an attendance list of that pre-job brief form undertaking that they have an understanding of the tasks, risks and control measures required.

3.11 S H E Training

1. The appointed contractor must submit a training matrix for the workforce indicating all met training requirements in relation to the scope of work
2. Records of all training and qualifications of all contractor employees must be kept in the SHE File.

3.11.1 Induction training

1. The appointed contractor shall ensure that all his / her employees, sub-contractors and their employees have undergone the NTCSA Safety induction training prior to commencing work on site.

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2. Attendance registers must be completed of any induction training given, which must indicate that they have received and understood the induction training.
3. Prior to attending the induction training, all employees must undergo a pre-employment medical examination and found fit for duty. A copy of the certificate of fitness must be kept in the SHE File on site for the duration of the project.
4. All employees and visitors on site shall carry the proof of induction training.
5. All contractor employees must attend the Appointed Contractor induction

3.11.2 Site specific induction training

The appointed contractor shall ensure that all his / her employees and sub- contractor employees undergo site specific work induction with regard to the approved project SHE plan, general hazards prevalent on site, risk assessment, rules and regulations, and other related aspects. Records of site-specific induction must be kept in the safety file,

3.11.3 Visitors to site induction

1. Visitors to the site shall be required to undergo and comply with the appointed contractor's site-specific safety induction prior to being allowed access to site.
2. All visitors must remain in the care and custody of a person (host) who has been properly inducted. No visitors are permitted to undertake any work onsite, of any nature. Visitors who have completed site induction must be provided with a record of proof of Induction training.

3.11.4 Requirements for Drivers

1. The appointed contractor must have a system/ process to manage vehicle access to laydown area/site.
2. The appointed contractor must maintain their vehicles in a roadworthy condition and a vehicle license must be valid at all times.
3. Contractor vehicles can be subject to inspections by the contract/project manager

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4. Vehicles which are not roadworthy will not be permitted to be used on site..
5. All vehicles must be fitted with fire extinguisher and first aid kit
6. The driver must have a valid national licence for the type of vehicle used.
7. The driver must have level 1 first aid training and basic fire extinguisher training
8. It is the responsibility of the driver to ensure:
 10. Their passengers wear seat belts whilst the vehicle is in motion.
 11. Comply with all traffic road rules, safety, direction and speed signs.
 12. Ensure that vehicle loads are properly secured prior to moving off.
 13. Ensure that vehicles are not overloaded.
 14. No drivers or operators may text, talk on cell phones or two-way radios whilst driving, unless a hands-free kit is used.
 15. All drivers of such vehicles are to have valid medical fitness certificates.
 16. Drivers of light vehicles must avoid stopping or parking in the vicinity of machines. At least 30 (thirty) meters must be left clear between such a vehicle and such a machine
 17. Drivers/operators shall be responsible for the travel-worthiness of all loads conveyed by them.

3.12 Housekeeping and Order

1. All contractors shall maintain a high standard of housekeeping within their sites and vehicles for the duration of the project.

3.13 Tools and Equipment

1. Contractors shall ensure that all tools and equipment are identified, safe to be used and is maintained in a good condition.

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2. Contractors shall ensure that all tools and equipment are listed on an inventory list, be regularly inspected at least monthly or as required by legislation and risk assessments. The equipment should be numbered or tagged so that it can be properly monitored and inspected.
3. Where applicable, tools and equipment must have the necessary approved test or calibration documentation prior to being brought onto the project and the records shall form part of the SHE plan. Maintenance calibration shall be undertaken in terms of the manufacturer's requirements.
4. All fuel driven equipment must be properly maintained in accordance with the manufacturer's recommendations and legal requirements.
5. Eskom NTCSA reserves the right to inspect tools or items of equipment brought to site by contractors for use on this project.
6. Should Eskom NTCSA personnel find any item that is inadequate, faulty, unsafe or in any other way unsuitable for the safe and satisfactory execution of the work for which it is intended, the Eskom personnel shall advise the contractor in writing and the contractor shall forthwith remove the item from site and replace it with a safe and adequate substitute.

Note: In such cases, the contractor shall not be entitled to extra payments or extensions of time in respect of delay caused by Eskom's instructions.

7. Where defective tools and equipment's are identified, such tools and equipment shall be removed out of site immediately, locked away to prevent further use until such time as the tool or piece of equipment has been repaired.
8. Contractors shall ensure that the appropriate records are kept for all tools and equipment used on the project. Such tools and equipment's shall be subjected to regular inspections.

3.14 Auditing

3.14.1 Approval and compliance of appointed contractor SHE Plan

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The Contractor’s SHE Plan will be audited against the issued Eskom SHE specification. Once there is compliance only then will the appointed contractors, SHE Plan be approved by an appointed Eskom NTCSA contract custodian. The implementation of the SHE Plan shall be assessed / audited by Eskom NTCSA personnel as and when required. This will include physical conditions evaluation.

3.14.2 Eskom NTCSA SHE audits

Eskom NTCSA shall evaluate all contractors’ SHE performance on an Monthly basis against the legal, Eskom requirements, SHE specification and the contractors SHE plans as per the Eskom Supplier category.

Note: Eskom reserves the right to conduct unannounced audits on contractors. If there are any findings / non-compliance identified as serious in these audits, an activity will be stopped for that specific Appointed contractor and sub-contractor.

3.14.3 Contractor audits

The appointed contractors are required to audit their sub- contractors on the implementation of their SHE Plan on a monthly basis or when the scope of work changes. A summary of the findings and the proposed corrective actions shall be submitted to NTCSA OHS department within one week after completion of the audit and a copy of the audit report shall be submitted to the sub-contractor within 7 days of the audit.

3.15 Smoking

The national smoking policy must be adhered to. At Eskom Aviation, smoking is permitted in designated areas only (Eskom Smoking Procedure 32-36).

3.16 Cellular Phones

The national requirements regarding the use of cellular phones must be observed, in particular when driving and or operating mobile equipment and or machinery.

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3.17 General Requirements as per the cellular phone usage generation directive

- Cell phones shall not be used while operating any crane, hoist, powered industrial trucks, pay loaders, forklifts or other lifting device.
- Not be used while engaged in any job task that requires the use of the hands and/or the full attention of the employee, contractor, or visitor (i.e., fire watch, equipment operator, operating a valve, etc).
- Be turned off in any area containing flammable/combustible vapours, e.g., turpentine system, methanol system, fuelling stations, oil and propane storage tanks, flammable/combustible material storage areas.
- Not to be used when climbing and descending any form of staircase.
- Not to be used for text messaging whilst walking.

3.17.1 Medicals

Note: NTCSA will only accept medical surveillances conducted by an Occupational Health Practitioner who holds a qualification in occupational health.

1. Appointed contractors must ensure that their employees and their appointed contractor employees have a medical surveillance program whereby their employees undergo entry, periodic and exit medical fitness examinations.
2. In order for the appropriate medical examinations to be conducted, each employee must have a Person/man job specification, which must indicate the description of work, list of hazards and potential occupational exposure limits, physical hazards and required physical attributes.
3. Medical fitness certificates shall be renewed annually for employees who are working on site. This shall be maintained until completion of the contract/.

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4. The Appointed contractor must ensure that his / her employees and sub-contractor employees have undergone pre-entry medical examination before starting work on the contract.
5. The appointed contractor shall provide a documented process for managing those employees who are issued with a conditional certificate of fitness.

3.18 Personal Protective Equipment Requirements

1. The Appointed contractor must provide a detailed programme that includes the issuing, maintenance and replacement of PPE for all his employees and sub- contractors on site.
2. All contractors shall comply with the requirements of GSR 2 of the OHS Act.
3. The risk-based PPE matrix must be compiled detailing the types of PPE that is required to be issued to employees performing the respective tasks.
4. Where there are unusual instances where particular activities require additional type of PPE, then a risk assessment must be conducted where such PPE requirements will be identified and the issuing be carried out.
5. All contractors shall ensure that their visitors wear and use the correct PPE whilst on worksites.
6. Where PPE is required and visitors are not in possession of, then it is the individual contractor's responsibility to provide the PPE.
7. All PPE purchased and used by all contractor employees including visitors must comply with the relevant SANS standards.
8. Where deemed as a requirement, then high visibility vests shall be worn.

3.19 Incident Investigation

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

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reference, and where injuries as contemplated in sections 24 and 25 have been sustained, be reported to the Department of Labour.

- Appointed contractor must develop their own incident management procedure that is in line with Eskom procedure 32-95.
- Contractors shall use the standard General Administrative Regulation Annexure 1 “Recording of an Incident” form for all incident investigation reports. The contractor must appoint and train the incident investigator.
- The objective of incident investigation should not only be a legal requirement, but should establish why and how the incident occurred and find out the real root cause of the incident and to decide on precautionary measures that are required to address the root cause to prevent any further recurrences of the same or similar incidents.

3.20 Emergency Management

The appointed contractor must develop their own emergency management procedure detailing the possible emergencies that could arise due to the activities that they conduct at NTCSA premises and how they will evacuate their laydown areas in case of any emergency. The contractor emergency management procedure must be in line with NTCSA emergency response plan.

The appointed contractor must familiarise themselves with the NTCSA emergency response plan and procedure. Periodic emergency drills must be undertaken to test the effectiveness of the plan. This must be recorded and provided on request. The appointed contractor must appoint and train a Evacuation warden. Ensure that the emergency response system is working in all of the Eskom NTCSA sites.

3.21 Non-Conformance and Compliance

1. Any non-compliance to any health and safety requirement in this SHE specification is subject to discipline in terms of the Eskom NTCSA Procurement and Supply Management Procedure.

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2. The appointed contractors are required to implement a non-conformance procedure (if not already in place) for issuing to contractors for transgressions. The procedure can include “quality” related non-conformance issues. Similarly, sub- contractors must implement a non-conformance procedure.
3. The procedure for the issuing and closing off of non-conformance reports shall be strictly adhered to.
4. Contractor project management must monitor the close out non-conformances issued, in not doing so; any recommendations made may not be implemented.
5. Where non-conformances are issued by NTCSA then one of the close-out steps of the procedure will be for the offender to be called by the responsible project manager to explain the non-conformance issued and what plan is in place to prevent a recurrence of the non-conformance.
6. Should the contractor fail to provide adequate PPE to their employees for the tasks being performed and/or to visitors; failure to enforce the wearing of such PPE will be viewed as a transgression of the legislative and NTCSA requirements.

3.22 Work Stoppage

1. Any person may stop any activity where an unsafe act or unsafe condition that poses or may pose an imminent threat to the safety and health of an individual or create a risk of degradation of the environment.
2. This includes any unauthorised work or service performed by, or legally or contractually non-compliant acts or omissions by, any contractor contracted to work at that site.
3. Work stoppages that are initiated due to SHE concerns, non-compliance, or poor performance related to the contractor’s works or services shall not warrant any financial compensation claim lodged against NTCSA where the contractor has not met the requirements defined legally or contractually.

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4. Where stoppages are carried out, the required non-conformance report shall be raised.
5. All work stoppages ideally should be investigated and documented by contract custodians.

3.23 Hours of Work

The requirements of the Basic Conditions of Employment Act, Chapter Two “Regulation of Working Time” must be adhered to. All contractors are required to maintain an accurate record of time worked by each employee.

3.23.1 Normal work

All work conducted on site shall fall within the legal requirements in accordance with the Basic Conditions of Employment Act. Contractors will notify their NTCSA Supervisor or project manager of any work that needs to be performed after hours according to the agreed arrangements.

3.23.2 Night work

When night work is to be performed; contractors shall provide sufficient lighting to enable the entire work site to be illuminated to a degree that employees will not work in dark (un- illuminated) or dimly lit areas. Care must be exercised as not to use few lights with high light intensives as this will cause night blindness.

If work is continuing from day light into night, at dusk, a toolbox talk must be held where all employees will be advised of the hazards of night work and the extra precautions which require to be taken, i.e. poor housekeeping, stepping on uneven ground, stepping into holes etc.

3.23.3 Overtime

When overtime is required to be performed, the sub-contractors shall inform the appointed contractor of such action. The appointed contractor shall inform the NTCSA project manager of such function. Contractors shall be aware of the effects

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of human fatigue and regulate overtime accordingly. The baseline risk assessment must be reviewed to include the management of overtime work.

3.24 Omissions from Safety and Health Requirements Specification

By drawing up this SHE specification NTCSA has endeavoured to address the most critical aspects relating to SHE issues in order to assist the contractor to adequately provide for the health and safety of employees on site.

Should NTCSA not have addressed all SHEQ aspects pertaining to the work that is tendered for, the contractor needs to include it in the SHE Plan and inform NTCSA of such issues when signing the contract.

The principal contractor must submit their monthly safety statistics on the last day of the month at the OHS department.

3.25 Contract Sign-Off

On completion of the project, the appointed contractor is required to submit a copy of the SHE File to the contract managers, including drawings, designs, materials used and other similar information concerning the completion of the project.

3.26. Waste Management

a) All waste generated during the execution of the scope of work shall be managed in accordance with NTCSA Waste Management Work Instruction (240-98818649) and in compliance with applicable environmental legislation and bylaws.

3.27. Other rules

All spills/emergency incidents should be reported to Eskom NTCSA Contract Supervisor and Environmental Officer(s) immediately on occurrence. Incidents should be investigated to prevent reoccurrence.

All contractors should be aware of Eskom SHEQ Policy.

All contractors must take into account environmental consideration when carrying out Risk

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Assessments.

All equipment used on site must be in good working condition and no fuel and/or oil leaks on any equipment will be tolerated.

Non-conformance, incident reporting and investigations shall be done by the contractor, such reports must include but not limited to the following information:

The cause of the non-conformance/incident;

The proposed actions to correct and prevent recurrence.

Eskom NTCSA shall issue non-conformances where there are deviations from environmental requirements.

4 Acceptance

Null.

5 Revisions

Date	Rev.	Compiler	Remarks
09 February 2025	01	N Mabaso	New OHS SHE Specification for NTCSA Real Estate

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