

C3.1: EMPLOYER'S SERVICE INFORMATION

1 Description of the service

1.1 Executive overview

Eskom Matimba Power Station is a declared and NKP Site and has several support plants that enable it to efficiently operate, the existence of these infrastructure makes it vulnerable to the following threats:

- 1- Threat due to Criminal Intention.
- 2- Threat to human life working at these plants.
- 3- Threat to damage to Eskom reputation.
- 4- Threat to financial loss.
- 5- Threat to sustaining its processes due theft/vandalism emanating from protests.

The above threats therefore created a need to ensure that Eskom Matimba Power Station plants, processes, employees and assets are protected through integrated security measures which includes the provision of Physical Security Guarding, Foot and Motor Vehicle Services at NKP and Non-NKP Areas (S1 Access Coal Conveyor Gate, Sewage Plant, Eskom GX Real Estate Offices, Overland 13 Conveyor belt 2, Ash Plant Zwartwater Farm Access Gate, Ash Plant Conveyor Belt 3, Ash Conveyor Extendable 24, Ash Plant Belt 4 Gate, Marshall Eagle and Recovery dams of Matimba Power Station)

1.2 Employer's requirements for the service

Introduction to scope of work

The scope entails: Provision of Physical Security Guarding, Foot and Motor Vehicle Services at NKP and Non-NKP Areas (S1 Access Coal Conveyor Gate, Sewage Treatment Plant, Eskom GX Real Estate Offices, Overland 13 Conveyor belt 2, Ash Plant Zwartwater Farm Access Gate, Ash Plant Conveyor Belt 3, Ash Conveyor Extendable 24, Ash Plant Belt 4 Gate, Marshall Eagle and Recovery dam of Matimba Power Station)

Item nr	Description	Unit	Expected Quantity
1	S1 Access Coal Conveyor Gate		
1.1	Grade "C" S/O Day Shift	ea	2
1.2	Grade "C" S/O Night Shift	ea	2
2	Sewage Plant,		
2.1	Grade "C" S/O Day Shift	ea	2
2.2	Grade "C" S/O Night Shift	ea	2
3	Eskom GX Real Estate Offices,		
3.1	Grade "C" S/O Day Shift	ea	2
3.2	Grade "C" S/O Night Shift	ea	2
4.	Overland 13 Conveyor belt 2,		
4.1	Grade "C" S/O Day Shift	ea	2
4.2	Grade "C" S/O Night Shift	ea	2
5.	Ash Plant Zwartwater Farm Access Gate,		

The provision of Physical Security Guarding, Foot and Motor Vehicle Services, Armed Response, TRT at Matimba Power Station NKP and Outside Non-NKP Areas.

5.1	Grade "C" S/O Day Shift	ea	2
5.2	Grade "C" S/O Night Shift	ea	2
6.	Ash Plant Conveyor Belt 3,		
6.1	Grade "C" S/O Day Shift	ea	2
6.2	Grade "C" S/O Night Shift	ea	2
7.	Ash Conveyor Extendable 24,		
7.1	Grade "C" S/O Day Shift	ea	0
7.2	Grade "C" S/O Night Shift	ea	2
8.	Ash Plant Belt 4 Gate,		
8.1	Grade "C" S/O Day Shift	ea	2
8.2	Grade "C" S/O Night Shift	ea	2
9.	Marshall Eagle		
9.1	Grade "C" S/O Day Shift	ea	2
9.2	Grade "C" S/O Night Shift	ea	2
10.	Matimba Power Station (NKP) <i>NB: Ad-hoc & on a need basis/ As and when required</i>		
10.1	Armed Grade "C" NKP S/O Day Shift	ea	8
10.2	Armed Grade "C" NKP S/O Night Shift	ea	8
11.	TSO (Armed Response, Patrol, TRT & Supervision – Inside the NKP and Outside the NKP)		
11.1	Armed Tactical Security Officers Grade "B" day shift	ea	1
11.2	Armed Tactical Security Officers Grade "C" Day shift	ea	3
12.	Armed Response, Patrol & Supervision – Inside the NKP and Outside the NKP		
12.1	Armed Grade "C" NKP S/O Day Shift	ea	2
12.2	Armed Grade "C" NKP S/O Night Shift	ea	2
13.	Patrol Vehicles (Inside & Outside – Visibly marked 4X4 D/Cabs including Fuel, Maintenance, Mounted Stroke lights & Torches, etc)		
13.1	Day-shift	ea	1
13.2	Night-shift	ea	2
14.	PTT (Panic & Communication) <i>NB: Ad-hoc & on a need basis/ As and when required</i>		
15.	Ablution Facilities	ea	4 Mobile Toilets (Cleaning and Maintenance)
16.	Preliminaries and General		

The provision of Physical Security Guarding, Foot and Motor Vehicle Services, Armed Response, TRT at Matimba Power Station NKP and Outside Non-NKP Areas.

16.1	Safety and Environmental File	1	
16.2	Medicals (Five annual medicals + Exit medical)	342	
16.3	Safety PPE (Covert Operations)	16	
16.4	Police Fingerprints Clearance	57	

The scope of work consists of:

- a) Access Control, Patrols and Static Guarding
- b) Armed Response, Escorting, Supervision, Adhoc's (Events Management and Close Protection), Tactical Response and Special Operations.

1.2.2 Access Control (Grade C, B & National Key Point (NKP) guards)

Access control activities consist of the control and management of the movement of employees, visitors, and contractors.

- Positive identification required at all times:
 - Eskom Employee only by means of Eskom Id Card, No Eskom ID card treated as a visitor.
 - Visitor and Contractors access by means of SA ID, passport, or drivers' licence.
- Recording of visitors details electronically or manually.
- Visitor confirming process.
- Visitors must be always accompanied by a host.
- Declaration, recording and movement control of equipment and material.
- Screening of persons and articles/parcels using electronic equipment for ensuring prohibited items are not brought on site or through manual inspection.
- Alcohol testing to be conducted at Eskom sites.
- Safety inductions to be conducted at Eskom sites.
- The security service provider shall ensure that gates (where applicable) are kept closed and locked at all times to prevent unauthorised entry.
- The Service provider shall check permits issued by Matimba Power Station to verify before allowing access to site and no access shall be given to people without a valid permit.
- The security service provider shall ensure that only Eskom employees/contractors shall enter the assigned areas.
- The service provider shall inspect any container/vehicle entering/exiting the site.
- The service provider shall keep records/registers and make them available when required.

1. Static Guarding (Grade C & NKP Guards)

The provision of static unarmed and armed trained guards to perform guarding duties at the National key point and Non-National Key Point belonging to Eskom Matimba Power Station.

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

- Execution of crime prevention patrols and armed response at the critical network infrastructure and hotspot areas including any other specified sites within the Matimba Power Station boundaries.
- Visiting and patrolling of Eskom Matimba 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.
- Prevention of unauthorized removal of Eskom assets from Eskom sites and network infrastructure.

The provision of Physical Security Guarding, Foot and Motor Vehicle Services, Armed Response, TRT at Matimba Power Station NKP and Outside Non-NKP Areas.

- Perform armed response activities to substations, Eskom offices, and network infrastructure and hotspot areas in the assigned area of operation.
- Provide escort duties to Eskom employees and contractors while working in hotspot areas on an as when required basis.
- 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.
- The Eskom Security project manager or his/her delegate reserves the right to re-direct crime prevention activities in his/her area of responsibility.
- No deviations from the operational plan without the authorization of the Eskom Security project manager or his/her delegate will be permitted.
- The Service Provider shall inspect perimeter fence, wall, holes, or any other place/structure that can be used for unauthorized access and other critical assets to prevent theft/damages and make OB entries – any deficiency must be reported to the Eskom Project Manager/Shift Supervisor on duty/Control room operator designed by Matimba Power Station.

The Security Service providers' duties are not limited to the above but shall include any other legal security activities that Eskom may introduce to enhance security in Matimba Power Station boundaries, 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 (PSIRA Grade B & C guards and where applicable NKP guards)

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 within Matimba Power Station boundaries due to threat assessments.

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

- Patrolling, monitoring, safeguarding of affected critical and vulnerable plant and other random proactive patrols in and around targeted areas.
- Fully kitted uniformed security officers equipped with appropriate personal protective equipment (body armour, helmets, protective and BR shields, pepper sprays, holsters, etc.) appropriate arms, to manage and control violent incidents or other situations.
- Immediate deployment to crime or incident scenes.
- Fast and effective high risk tactical response services.
- The Protective condition shall focus on deterring, detecting, deflecting, and defending against high-risk acts of criminality such as plant tampering, vandalism, unauthorised access, unauthorised removal of copper cables/other assets and/or equipment, bypassing security measures, serious security breaches, security incidents, industrial actions (strikes, demonstration, protests, sit-ins, picketing etc) but not limited thereon.
- Intervention/ reaction to any life-threatening situation(s) on Eskom Matimba Power Station sites.
- Ability to mobilise and deploy Teams at short notice within reasonable and acceptable timeframes.
- Situational reports and a complete operational report - Daily briefings and debriefings on location (issuing of tasks).
- Video recordings of all incidents (events/situations) that require tactical response.
- Safeguarding of critical / vulnerable assets until the crime situation has stabilised.

4. Escorting Services (PSIRA, Grade C Armed Guards, TSO)

Armed escorting services entail the escorting of Eskom personnel and contractors during and after hours in high-risk areas, and situations as determined by security risks and threats.

5. Firearms and Security Equipment

- Only Eskom approved firearms namely, 9mm pistols issued with two magazine sets and Shot guns (for utilization during riot control and only issued with rubber bullets not live ammunition for the shotgun) may be allowed for usage in terms of this contract. Revolvers are specifically excluded for usage as per this contract.
- Armed Security officers must have a valid SAPS competency certificates for the specific firearm in possession thereof.
- Security Company is responsible for providing firearms, ammunition, firearm safe and registers as per Firearm Control Act.
- Only company firearms licensed in the security service providers name may be utilised as per this contract.
- The contractor must ensure provision of equipment/facilities for making firearms safe. A procedure to that effect, should also be in place.
- Safe handling of firearms during shift changes must be always adhered to. The contractor must ensure that a procedure is put in place to that effect.
- Safes must be provided by the contractor for the safekeeping of firearms not in use.
- Each armed security officer must be provided with two full (ammunition) magazines.
- The service provider must ensure that Security officer's private firearms are not utilised for their business purposes, in terms of this contract.
- No Contractor firearms will be kept safe/stored on Eskom Matimba Power Station premises, the company is to ensure that their service firearms are issued/returned/stored and transported in terms of the Firearms Control Act.
- Any defective security equipment is to be replaced with immediate effect and testing the functionality of the security equipment is to be done during every shift.
- For the purpose of patrols, the security service provider shall install an electronic patrol monitoring systems which is capable of alerting missed patrols and continuously provide the Eskom Security Contract manager with a system generated report. (For foot patrol, vehicle tracking etc)
- 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.
- All tactical Response equipment's are to be kept readily available in the vehicle/nearby Service Provider's Office.

All security officers equipment/site requirements listed below shall form part of the scope for the provision of security services and shall be covered in the overhead fee and profit payable to the Service Provider to ensure that the officers are fully equipped to perform their duties, namely:

- Batons,
- Pepper Spray.
- Operational Torches per officer
- Communications devices (PPT, PTT, Tow-way radios and/or cellphone with adequate airtime/data to enable data transmission.
- Handcuffs.
- Security Supervisors visits 2 x per shift per site
- Management Visibility x 4 per month (2 x day & 2 x night: different sites)
- Fire extinguishers for vehicles
- First Aid Kits
- Real Time guard monitoring systems/devices and reporting capability (System should have the capability to advice missed patrols, generate shifts reports, patterns used and should be replaced within an hour of its malfunctions)
- Calibrated Access Control Breathalyzer for the guards reporting on duty.
- Bulletproof vests (level III Special SA Mix- compliance to Eskom Standard
- Security Uniform (Defective uniform must be replaced within 1 hour of defect notification)
- Firearms and Ammunition (9mm pistols and 12bore shotgun)
- Heater and Kettle
- SABS Approved Extension Cord to connect the Security Equipment.

Specific Training required by Eskom for compliance purposes should be completed within the first month of the start date of the contract and a month before its expired during the duration of the contract.

6. Security Officers (Grade B, C & NKP)

- All Security officers must be registered with PSIRA at the required grade.
- Security officers must be in possession of their PSIRA and company I.D card always.
- Armed Security officers must possess firearm competency certificates (issued by SAPS) and always carry it.
- Armed Security officers must always carry Firearm permits as per the Firearm control Act.
- Armed Security officers must have completed SASSETA training on the specific firearms they are expected to use.
- Armed security officers should have undergone Regulation 21 training and continue to do so for at least once per year.
- Security officers will be expected to sign a declaration of Secrecy before commencements of their duties in terms of this contract.
- Security officers may be subjected to a screening process.
- 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.
- Security officers should be able to read and write and express themselves well in English.
- Security officers may be required to undergo a polygraph test as and when required.
- Security officers expected to perform driving activities as part of their tasks should have undergone driver training at an accredited institution.
- Security officers will not be allowed to access IT networks registries, communication networks or any sensitive/zoned areas even when responding to alarms.
- 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.
- 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 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 during the 2023 Financial year.

Tactical Security Officers and Supervisors:

In addition to PSIRA, National Key Point and Firearm Control Act Training, they are to have trained in terms of Advanced Driving, Crowd Control Training and Armed Response.

All Security Service providers must be able to read and write including the express themselves well in English.

8. Supervision (Grade B)

All deployed guards must be supervised by a PSIRA Grade B supervisor. 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 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).

A Shift roster/shift posting sheets containing names, contact details and signed by contractors' employees will be provided to the Eskom Security Manager/Shift Supervisor on duty by commencement of every-shift and during end-of shift, a reporting-off duty shall be confirmed by the Eskom Shift Supervisor on duty.

Situational reports and a complete operational report – daily briefing and debriefing for the issuing of tasks is mandatory during the performance of this contract.

10. Contingency plan

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

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

11. The working times / Shifts

- Working times determined by PSIRA – 48 hours per week Shift workers and 45 hours per weekdays.
- 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.
- 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.
- The contractor is responsible to ensure that every shift complement is satisfied before commencement of the shift and shift relievers to be made available as per legal requirement
- The Security Officers will be expected to do a pre-job / daily risk assessment and safety talks before commencement of every shift.
- Daily shift roster will be signed and submitted prior start of every shift work.
- A Shift roster/shift posting sheets containing names, contact details and signed by contractors' employees will be provided to the Eskom Security Manager/Shift Supervisor on duty by commencement of every-shift and during end-of shift, a reporting-off duty shall be confirmed by the Eskom Shift Supervisor on duty.

12. Security Registers

- The Security Service provider will be required to provide with the Occurrence books, Visitors and After-hours register where necessary, Firearms Registers and daily permits
- Occurrence book to be correctly completed by Security officers and supervisors listing all occurrences and visits on site.
- Visitors register to be completed daily and filed on site for future reference and pages must be numbered.
- Contractor must ensure that quality registers are provided. Register must remain bonded, with no loose pages.

The provision of Physical Security Guarding, Foot and Motor Vehicle Services, Armed Response, TRT at Matimba Power Station NKP and Outside Non-NKP Areas.

- Security Service Providers shall record duty on and off in the Occurrence book and all patrols are to be recorded in the OB and cross referenced as follows: ie Book-out and back form patrol, Irregularities found during patrol, specify times and places patrolled.
- All Visits by the Supervisor shall be recorded by an entry in the OB and thereby placing his signature next to the entry.
- Accurate records of all occurrences are to be kept for a minimum of 12 months post the occurrence and should be made readily available to Eskom at any time.

13. Incident Reporting and Investigation

- All incidents and response to incidents must be handled according to the relevant SOPS and/or work instructions for Matimba Power Station.
- All incidents and response must be immediately reported to the Eskom control room and the Eskom Security Contract manager.
- The SAPS must be contacted immediately only for criminal incidents or suspected ongoing criminal activities.
- Weekly status reports are to be supplied by the service provider.
- 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.
- All incidents (including incidents in terms of the Occupational Health and Safety Act), should be reported with immediate effect 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.

- List of all potential security officers intended to be deployed on Eskom sites in terms of this contract.
- Certified ID copies and PSIRA certificates of all security officers.
- Certified copies of firearm competency certificates of the security officers (and for Business purpose)
- List of all firearms to be used and certified copies of the licenses.
- Certified copies of all Security officers' firearm competency certificates.
- Certified copies of SASSETA training certificates for all armed Security officers.
- Certified copies of the company and Directors PSIRA registrations certificates.
- SAPS Firearms Competency certificates for the Director/Responsible Firearms Control Personnel.
- Criminal check records as proof that the Security officers have not been convicted of any criminal offence.
- Certified copies of Advance driving course, for all drivers.
- A list of all vehicles, ownership certificate and maintenance records for vehicles to be used as per this contract.
- Driver risk profiles must be submitted for every driver as per this contractor.
- A compressive risk assessment and a site risk assessment report for all sites.
- Equipment list per site.
- Certified copies of the Company Registration with the SAPS NKP Regulator.
- Reference documents with experience/background for TSO officials.
- List of company firearms to be used and certified copies of licences.
- Registration status in terms of Companies Act (CIPC)
- Company manpower list with PSIRA.
- Company's valid PSIRA Letter of Good Standing.
- Registration with the Private Security Sector Provident Fund.
- Appointment Letter of the responsible Armoury Manager and his/her firearms certificates.

The provision of Physical Security Guarding, Foot and Motor Vehicle Services, Armed Response, TRT at Matimba Power Station NKP and Outside Non-NKP Areas.

- 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.
 - Medical Emergency Procedure.
 - Incident and Reporting procedure.
 - Emergency Preparedness procedure with relevant contact details.
 - Communication procedure.
 - Firearm handling procedure.
 - Shift changes.
 - Response process.

15. Safety Requirements

- Contractual requirements mean the service provider will submit the tender returnable during the tender close-out. The evaluation will take place once the mandatory and functional evaluation have been completed. Only shortlisted suppliers who passed mandatory and functional evaluation threshold will be evaluated. The Security Service Provider will be given only ONE opportunity to submit the outstanding documents within 7 working days. Failure to submit the outstanding documents within the stipulated time may result in the tender being regarded as non-responsive and ineligible for contract award.
- The following form part of the tender evaluation criteria (Note: these requirements are applicable to the tender phase only)
- Acknowledgement of Eskom's SHE rules, and requirements forms signed and submitted with the tenderer.
- Safety, Health, and Environmental Plan aligned with the SHE specification and scope of work.
- Baseline SHE Risk Assessment as per scope of work.
- Valid Letter of Good standing (COIDA) or equivalent
- SHE Policy signed by the CEO.
- Covid-19 management plan.
- Matimba Power Station Occupational Health and Safety Requirements. (No work will begin until the Health and Safety File has been approved by the Matimba Power Station OHS and Environmental Professionals)
- Demonstrate adequate health and safety management in place.
- Availability of the company safety officer is compulsory for all meetings, investigations, inspections, safety campaigns, work stoppages and audits.
- All vehicles utilized to transport staff, must be fitted with SABS approved seatbelts, and comply with Eskom Vehicle
- The Service provider is responsible to ensure that the security officers deployed at Ad-hoc sites have access to a shelter, water, and sanitation.
- All Security officers should receive a safety induction before they can be deployed on Eskom sites.
- 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.
- Open fires, the use of bar heaters and hotplates as heaters at Eskom sites, is totally prohibited.
- 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. Pre-deployment provisions

Prior to the site deployment the following provision are to be in place/ and adhered to:

- A valid letter from the SAPS issued by the NKP office indicating company's application for registration to offer services at a National Key Point

The provision of Physical Security Guarding, Foot and Motor Vehicle Services, Armed Response, TRT at Matimba Power Station NKP and Outside Non-NKP Areas.

- Criminal checks from SAPS or an AFISWITCH accredited must be conducted on all deployed personnel and results of not more than 30 days be made available.
- Safety and Environmental Files reviewed and approved as per Eskom Matimba Power Station requirements.
- Safety Site and Security Operations Inductions.
- Access Authorization Process (Site Permit) including medical fitness assessments.
- Personal Protective Equipment.
- Immediate availability of the Service Provider's Safety Officer.
- No security officers are to be deployed in terms of this contract, before undergoing necessary Eskom induction, Eskom reserves the right to remove such officers that have not complied to this requirements/their medical fitness certificate/Statutory Security requirements including the Eskom Induction have expired.

17. Manpower requirements

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

No deviation from the operational plan/ change of manpower is to be made without the authorization of the Eskom Security Project Manager or his/her delegate will be permitted.

Security Service Provider's duties are not limited to the above but shall include any other security activities that Esko may introduce to enhance security at Matimba Power Station boundaries and environment, in line with security services outlines here above and such activities shall be communicated to the Service Provider in writing.

18. Salaries and Payment

Security companies shall pay security guard at least the minimum wage as specified on the Minimum Wage Determination, of the Private Security Sector as amended by the Department of Labour from time to time, South Africa. Register all security guards with the Department of Labour: UIF, COID and provident fund.

19. Uniforms

- The contractor must comply with legislative requirement (PSIRA Regulation 13). Uniform items must be kept in clean, neat, and good condition always and no private clothes to be worn whilst on duty and with their uniform.
- Uniform including security aids (Torches, prescribed heaters, Firearm Porches, Firearms Magazine Porches, PTT etc) must be functional in terms of the environment where security staff are deployed.
- 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.
- For obvious hygiene and safety reasons, each Security officer must be issued with his/her own bullet proof vest which will be worn as per the directive from the Eskom Security Contract Manager.
- Security Service Provider are to wear the specified safety PPE, namely Reflector vests, eyes and hearing protections Hardhats, masks, rain suits, safety boots (as per the communication by the Eskom Security Contract Manager)

20. Non-Performance

Schedule of Deficiency and Penalties

The provision of Physical Security Guarding, Foot and Motor Vehicle Services, Armed Response, TRT at Matimba Power Station NKP and Outside Non-NKP Areas.

NO.	DEFICIENCY	PENALTY
1	Security officer (SO) or TSO not posted on duty as agreed upon. (Short posting)	R1000 and the shift payment deducted for the officer.
2	SO intoxicated/ or under the influence of liquor or drugs.	Permanent removal of SO from Eskom contract duties.
3	Refusal by SO to comply with lawful instruction.	Permanent removal of SO from Eskom contract duties.
4	Sleeping on duty.	R500
5	Desertion of post by SO	R1000
6	Negligent by SO in the performance of their duties	Permanent removal of SO from Eskom contract duties.
7	SO late for duty by 30min (tantamount to short posting)	R500
8	SO without a functional torch or spot light	R100
9	SO or site without a functional radio or PTT	R100
10	No functional panic button on site only for applicable sites	R100
11	SO not wearing bullet proof vest. Vests worn without plates and wearing of non-level 3 bullet proof vests will be deemed as no bullet proof vest was worn.	R1000
12	SO not armed in one shift	R1000
13	Non submission of vehicle tracking reports	Non payments of the total services.
14	Non submission of site inspections reports by Crime prevention and response team.	Non payments of the total services.
15	Late reporting of patrol teams at designated reporting site.	R1000
16	SO not wearing proper uniform, items, Safety PPE or uniform is worn out.	R1000
17	SO not in possession of a baton, any other security equipment or handcuffs	R100
18	Unavailability of patrol teams on call out (including unnecessary delays to response)	Losses suffered and total shift payment deducted.
19	Losses suffered because of theft within the company deployment area	Recovery all Production and replacement costs
20	Security Officers not taking lawful instruction from Eskom Security Contract manager/Delegated Shift Supervisor	Immediate removal of security guard and R1000 deducted

Scope Challenged:

Ntshana MM

Name and Initials



Signature

04/09/2023

Date

Morukhu LP

Name and Initials



Signature

04/09/2023

Date

Matheba MS

Name and Initials



Signature

04/09/2023

Date

Ludwig Louw, LL

Name and Initials



Signature

2023-09-05

Date

Mokoena MN

Name and Initials



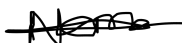
Signature

2023 -09 -05

Date

Nemakomboni T

Name and Initials



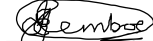
Signature

2023/09/06

Date

Elton Lemboe

Name and Initials



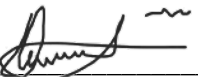
Signature

2023/09/06

Date

The provision of Physical Security Guarding, Foot and Motor Vehicle Services, Armed Response, TRT at Matimba Power Station NKP and Outside Non-NKP Areas.

Compiled by:



Lucas Mamashela
Security Manager: Matimba Power Station

2023/09/04

Date

Supported by:

Elton Lemboe
Middle Manager: Maintenance
Matimba Power Station

Date

Approved by:



Belinda Vermeulen
Acting Risk and Assurance Manager:
Matimba Power Station

2023/09/18

Date

Authorised by:

Jacky Mathobela
Middle Manager: Engineering
Matimba Power Station

Date