



COVID-19 RISK ASSESSMENT										
Business/Operating unit:	Telecommunications			Scope	Design, Supply, Delivery, Installation, Commissioning, Training, Support, and Repairs of Multiservice Access Network Equipment	Next Review Date (every 2 years):	19/11/2027	Template identifier:	240-70044601	
Date:	19/11/2025	Compiled by			Masego Msibi Mthuthuzeli Shibani	Authorised by:	Name: Thulani Mkhwanazi	Document identifier	559-21199471	
							Designation: Contracts Manager	Revision number:	5	
							Signed:	Revision date:	30-Apr-25	
							Date:	Content Revision No.	1	
Refer to Occupational Health and Safety Risk assessment procedure 32-520										
List activity	Hazard Identification	Associated risk	Risk type	What are the possible consequences?	Existing Controls	Risk Priority Rating		Control Owner	Legal and Other Requirements	
List specific activities to be performed taking into consideration the equipment to be used, the personnel involved in the task.	Anything with potential to cause of harm. <b>Note:</b> A hazard can pose more than one risk.	A chance that injury, ill health or damage could occur as a result of uncontrolled hazard.	Safety or health	Consider the worse case scenario without controls?	Include: - <b>Preventative Controls</b> (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - <b>Reactive Controls</b> (controls implemented to reduce the immediate impact of the risk occurring)  <b>Elimination</b> <b>Substitution</b> <b>Engineering controls</b> <b>Administrative controls</b> <b>Personal protective equipment (PPE)</b>	Consequence	Likelihood	Person allocated the responsibility for implementing the agreed controls	Where relevant, list the relevant legislative and/or Eskom requirements that prescribe the control.	
<a href="#">Access Control</a>	Any person infected with COVID-19	Contracting COVID-19 through contact with infected droplets	Health	1. Local transmission of the virus to exposed employees causing lost time or fatalities 2. All persons that are affected being isolated. 3. Positive COVID-19 cases.	<b>Elimination</b> - None <b>Substitution</b> - None <b>Engineering controls</b> - None <b>Administrative controls</b> 1) Screening using infrared thermoscanners. 2) Adequate provision of hand washing facilities including soap to enhance regular washing of hands. 3) Guards write on behalf of the visitors, contractors and employees in the access register. 4) No handling of access cards, identification cards to be shown by the employee / visitor to the security Guards - access control is manual and the Guards to open the gate for visitors. 5) Social distancing is enforced between security officers and employees, visitors, contractors entering sites. 6) Confirmation that employees, contractor or visitors have completed the COVID-19 self-screening questionnaire. 7) A Record with confirmation of daily employees' and visitors' Temperature to be kept by Security or COVID-19 Compliance Officers. 8) Display signage indicating COVID-19 Measures at common areas and entrances. 9) Temporary prohibition of Alcohol/Drug testing, e.g Breathalysers 10) Employees to Work from home, where possible. 11) Employees are encouraged to install the COVID-19 Power App & Self-assessment on their phones. 12) Awareness conducted on COVID-19 protocol and precautions. 13. Voluntary Vaccination <b>Personal protective equipment (PPE)</b> 14) On entry employees, contractors or visitors entering the premises to use appropriate PPE (sanitisers & masks). 15) Appropriate PPE for security officers/employees conducting screening tests.	5	D	High	Contractor	1. Occupational Health and Safety Act: Hazardous Biological Agents Regulations 2. Directive: Consolidated COVID-19 Direction on Occupational Health and Safety Measures in Certain Workplaces GNR 1031 of October 2020

	Objects and surfaces contaminated with COVID-19, e.g. Unhygienic biometric units	Contracting COVID-19 through touching surfaces/objects with contaminated droplets from an infected person while conducting work activities	Health	<p>1. Local transmission of the virus to exposed employees causing lost time or fatalities</p> <p>2. All employees that are affected being isolated.</p> <p>3. Positive COVID-19 cases</p>	<p><b>Elimination- None</b></p> <p><b>Substitution- None</b></p> <p><b>Engineering controls- None</b></p> <p><b>Administrative controls</b></p> <p>1) Frequent sanitisation of the objects and surfaces with strict hygiene protocol implemented.</p> <p>2) No handling of access cards, identification cards to be shown by the employee / visitor to the security Guards - access control is manual and the Guards to open the gate for visitors.</p> <p>3) Display signage indicating COVID-19 measures at common areas and entrances.</p> <p>4) Employees to Work from home, where possible.</p> <p>5) Awareness conducted on COVID-19 protocol and precautions.</p> <p>6) Deactivate / stop the use of biometric sensors.</p> <p>7) Strict personal hygiene protocol adhered to.</p> <p><b>Personal protective equipment (PPE)</b></p> <p>8) On entry employees, contractors or visitors entering the premises to use appropriate PPE (sanitisers &amp; masks).</p> <p>9) Awareness conducted on COVID-19 protocol and precautions.</p>	5	D	I	Contractor	<p>1. Occupational Health and Safety Act: Hazardous Biological Agents Regulations</p> <p>2. Directive: Consolidated COVID-19 Direction on Occupational Health and Safety Measures in Certain Workplaces GNR 1031 of October 2020</p>
<a href="#">Alcohol Breathalyser Testing</a>	Infected employee and breathalyser contaminated with COVID-19.	Contracting COVID-19 when using a contaminated breathalyser	Health	<p>1. Local transmission of the virus to exposed employees causing lost time or fatalities</p> <p>2. All employees that are affected being isolated.</p> <p>3. Positive COVID-19 cases</p>	<p><b>Elimination:</b></p> <p>1) Temporary prohibition of Alcohol/Drug testing, e.g. Breathalysers</p> <p><b>Substitution-</b></p> <p>Compliance to Alcohol Testing Using A Breathalyser as per Eskom Procedure, e.g. Visual Screening of persons appearing intoxicated.</p> <p><b>Engineering controls- None</b></p> <p><b>Administrative controls</b></p> <p>1) Adequate provision of hand washing facilities including soap to enhance regular washing of hands.</p> <p>2) Continuous disinfection of breathalyser.</p> <p>3) Managers are conversant with the Eskom Management of Substance Abuse in the Workplace Procedure to ensure the well-being and safety of all persons at our workplaces.</p> <p>4) In order to ensure a safe and hygienic testing, employees are requested to adhere to the following while being tested: not to spit, cough or sneeze on or towards the blow point of the breathalyser, not to place their lips on the blow point of the breathalyser; not to inhale or suck air from the blow point.</p> <p>5) Alcohol Breathalyser Testing has been stopped until further notice and the controls listed above will be applied when alcohol testing recommences</p> <p>7) Awareness conducted on COVID-19 protocol and precautions.</p> <p><b>Personal protective equipment (PPE)</b></p> <p>9) Use of masks by Security Personnel.</p> <p>10) Security to utilise hand sanitiser.</p>	5	C	II	Contractor	<p>1. Occupational Health and Safety Act: Hazardous Biological Agents Regulations</p> <p>2. Directive: Consolidated COVID-19 Direction on Occupational Health and Safety Measures in Certain Workplaces GNR 1031 of October 2020</p>

<a href="#">Employees conducting work and being exposed to contaminated objects and surfaces from an infected person (workplace surfaces, printers, desk, door handles, etc.)</a>	Contaminated objects and surfaces with COVID-19.	Contract COVID-19 from contaminated objects and surfaces	Health	1. Local transmission of the virus to exposed employees causing lost time or fatalities 2. All employees that are affected being isolated. 3. Positive COVID-19 cases	<b>Elimination- None</b> <b>Substitution- None</b> <b>Engineering controls- None</b> <b>Administrative controls</b> 1) Employee awareness on preventative measures (protocol), signs and symptoms, e.g. Hygiene Control Practices, regular hand washing using soap & water for 20 seconds. 2) Continuous and frequent disinfection and cleaning of objects and surfaces. 3) Process in place for anyone with COVID-19 symptoms to inform their line manager and follow the protocol for self-isolation. 4) Working from home where possible. 5) Display signage at common areas. 6) Deep cleaning of the workplace where a COVID-19 positive case has been reported. 7) Confirmation that employees, contractor or visitors have completed the COVID-19 self-screening questionnaire. 8) Identification and risk assessment for vulnerable employees <b>Personal protective equipment (PPE)</b> 9) Use of appropriate PPE (masks and hand sanitisers)	5	C	II	Contractor	1. Occupational Health and Safety Act: Hazardous Biological Agents Regulations 2. Directive: Consolidated COVID-19 Direction on Occupational Health and Safety Measures in Certain Workplaces GNR 1031 of October 2020
<a href="#">Employees conducting work and having poor hygiene practices (Not washing or sanitizing of hands frequently, touching faces, touching possible contaminated surfaces and not washing/sanitizing hands thereafter, not disinfecting workspace)</a>	Poor hygiene practices	Contracting COVID-19 from contaminated surfaces due to poor hygiene practices	Health	1. Local transmission of the virus to exposed employees causing lost time or fatalities 2. All employees that are affected being isolated. 3. Positive COVID-19 cases	<b>Elimination- None</b> <b>Substitution- None</b> <b>Engineering controls- None</b> <b>Administrative controls</b> 1) Ensuring employees are provided with and have access to consumables, i.e. cleaning materials such as soap and disinfectants. 2) Continuous communication and implementation of COVID-19 legal & other requirements. 3) Display signage at common areas. 4) Awareness conducted on COVID-19 protocol and precautions (Employees to embrace good hygiene etiquette when coughing or sneezing. Regularly and continuous washing of hands with soap and water for 20 seconds.) <b>Personal protective equipment (PPE)</b> 5) Use of appropriate PPE (employees to always have masks on and sanitise their hands).	5	C	II	Contractor	1. Occupational Health and Safety Act: Hazardous Biological Agents Regulations 2. Directive: Consolidated COVID-19 Direction on Occupational Health and Safety Measures in Certain Workplaces GNR 1031 of October 2020

<a href="#">Employee's health and wellness when conducting their normal duties</a>	Infected employee and objects contaminated with COVID-19.	Employees having flu-like symptoms or other medical conditions due to having been in contact with Symptomatic, Asymptomatic, or with people that have travelled to high risk areas or positive COVID-19 case.	Health	1. Local transmission of the virus to exposed employees causing lost time or fatality/ies 2. All employees that are affected being isolated. 3. Positive COVID-19 cases.	<b>Elimination- None</b> <b>Substitution- None</b> <b>Engineering controls- None</b> <b>Administrative controls</b> 1) Employees to self isolate/quarantine when diagnosed with COVID-19. 2) The screening process is in place which includes the following: - Employees encouraged to seek medical advice when showing symptoms. - Employees who are unwell to contact their direct line managers and report their illness or symptoms sustained and only return to work when they are well and cleared by medical practitioner. - Employees should avoid touching their faces, mouths and noses. 3) Employees should exercise common courtesy and not travel with other employees when they are feeling unwell or having symptoms. 4) Employees to work from home where possible. 5) Employees are encouraged to install the COVID-19 Power App / Self-assessment/screening on their phones. 6) Conduct awareness on employee wellness & COVID-19 protocol and precautions. 7) EAP services available for employees to utilise where needed. 8) Employees to follow the GUIDELINES ON MANAGEMENT OF VULNERABLE EMPLOYEES DURING COVID-19 PANDEMIC 9) Awareness conducted on COVID-19 protocol and precautions. <b>Personal protective equipment (PPE)</b> 10) Use of appropriate PPE (employees to always have masks on and sanitise their hands).	5	D	I	Contractor	1. Occupational Health and Safety Act: Hazardous Biological Agents Regulations 2. Directive: Consolidated COVID-19 Direction on Occupational Health and Safety Measures in Certain Workplaces GNR 1031 of October 2020
<a href="#">Employees diagnosed with COVID-19.</a>	Infected employee and objects contaminated with COVID-19.	Employees testing positive after being in contact with infected people, or having travelled to high risk areas.	Health	1. Local transmission of the virus to exposed employees causing lost time or fatality/ies 2. All employees that are affected being isolated. 3. Positive COVID-19 cases.	<b>Elimination- None</b> <b>Substitution- None</b> <b>Engineering controls- None</b> <b>Administrative controls</b> 1) There is a process in place to ensure that employee remain in quarantine / isolation until repeat testing or Doctors report showing that he/she no longer has the virus/cleared by a medical practitioner 2) There is a system in place for employees who tested positive must be monitored for case management and to ensure that they don't report for work. 3) All employees who tested positive must notify health and wellness / Eskom doctor and Line manager. 4) process in place for Contact tracing to be done as far as reasonably practicable. 5) Employees to work from home where possible. 6) Employees are encouraged to install the COVID-19 Power App / Self-assessment on their phones. 7) Awareness conducted on COVID-19 protocol and precautions. 8. Identification and risk assessment for vulnerable employees, and fitness for duty to be confirmed by the medical centre. <b>Personal protective equipment (PPE)</b> 10) Employee to wear 3 layered mask as prescribed in the guidelines. 11) All employees, contractors, visitors to always wear appropriate PPE and sanitise their hands.	5	C	II	Contractor	1. Occupational Health and Safety Act: Hazardous Biological Agents Regulations 2. Directive: Consolidated COVID-19 Direction on Occupational Health and Safety Measures in Certain Workplaces GNR 1031 of October 2020

<a href="#">Employees travelling together on Eskom business (in pool, scheme or hired vehicles)</a>	Infected employee and surfaces contaminated with COVID-19.	1. Close contact between employees whilst travelling poses a risk of COVID-19 transfer as the virus spreads through Asymptomatic Persons as well. 2. Contract COVID-19 from contaminated vehicle surfaces.	Health	1. Local transmission of the virus to exposed employees causing lost time or fatalities 2. All employees that are affected being isolated. 3. Positive COVID-19 cases.	<b>Elimination-None</b> <b>Substitution:</b> 1) Reduction of business travelling and the use of virtual meetings. <b>Engineering controls- None</b> <b>Administrative controls</b> 1) Follow the COVID-19 transport measures pertaining to the mandatory number of people allowed per vehicle. 2) Assigned drivers to ensure vehicles are cleaned and disinfected before and after disembarking. 3) Employees to work from home where possible. 4) Employees are encouraged to install the COVID-19 Power App / Self-assessment on their phones. 5) Awareness conducted on COVID-19 protocol and precautions. 6) Travelling has been reduced until further notice and the controls listed above will be applied when normal business travelling resumes again. 7) Identification and risk assessment for vulnerable employees, and fitness for duty to be confirmed by the medical centre. <b>Personal protective equipment (PPE)</b> 9) All employees, contractors, visitors to always wear appropriate PPE. 10) Vehicle occupants must wear masks while in the vehicle 11) Sanitizers to be provided for employees for disinfecting of surfaces in the vehicle and to sanitize the hands.	5	D	I	Contractor	1. Occupational Health and Safety Act: Hazardous Biological Agents Regulations 2. Directive: Consolidated COVID-19 Direction on Occupational Health and Safety Measures in Certain Workplaces GNR 1031 of October 2020
<a href="#">Employees using Public Transportation (Taxi's &amp; Buses)</a>	Infected employee and surfaces contaminated with COVID-19.	Contracting COVID-19 from contaminated vehicle surfaces	Health	1. Local transmission of the virus to exposed employees causing lost time or fatalities 2. All employees that are affected being isolated. 3. Positive COVID-19 cases.	<b>Elimination-</b> 1) Employees working from home. <b>Substitution- None</b> <b>Engineering controls- None</b> <b>Administrative controls</b> 1) Follow the COVID-19 transport measures pertaining to the mandatory number of people allowed per vehicles and maintaining social distancing. 2) Employees to work from home where possible. 3) Employees are encouraged to install the COVID-19 Power App / Self-assessment on their phones. 4) Awareness conducted on COVID-19 protocol and precautions. <b>Personal protective equipment (PPE)</b> 5) Use of appropriate PPE (employees to always have masks on and sanitise their hands).	5	D	I	Contractor	1. Occupational Health and Safety Act: Hazardous Biological Agents Regulations 2. Directive: Consolidated COVID-19 Direction on Occupational Health and Safety Measures in Certain Workplaces GNR 1031 of October 2020
<a href="#">Sleeping over using guest accommodation during COVID-19</a>	1) Infected hotel staff and fellow lodgers 2) Contaminated surfaces with COVID-19.	1. Contracting COVID-19 from contact with infected person(s) or contaminated surfaces / clothing / bedding.	Health	1. Local transmission of the virus to exposed employees causing lost time or fatalities 2. All employees that are affected being isolated. 3. Positive COVID-19 cases.	<b>Elimination- None</b> <b>Substitution-</b> 1) Reduction of business travelling and sleeping over and the use of virtual meetings. <b>Engineering controls- None</b> <b>Administrative controls</b> 1) Communicate the list of pre-approved sleeping over accommodation that comply to COVID-19 prevention measures 2) Ensure employees only utilise the pre-approved accommodation 3) Travelling and sleeping over has been reduced until further notice and the controls listed above will be applied when normal business travelling and sleeping over resumes again. 4) Awareness conducted on COVID-19 protocol and precautions. 5. Identification and risk assessment for vulnerable employees, and fitness for duty to be confirmed by the medical centre. <b>Personal protective equipment (PPE)</b> 6) Employees to wear 3 layered cloth masks when in public	5	D	I	Contractor	1. Occupational Health and Safety Act: Hazardous Biological Agents Regulations 2. Directive: Consolidated COVID-19 Direction on Occupational Health and Safety Measures in Certain Workplaces GNR 1031 of October 2020

<a href="#">Social Interactions during tea breaks/work breaks</a>	Infected employee and objects contaminated with COVID-19.	Contracting COVID-19 due to employees, contractors or visitors not following social distancing protocols when having social interactions during tea or work breaks.	Health	1. Local transmission of the virus to exposed employees causing lost time or fatality/ies 2. All employees that are affected being isolated. 3. Positive COVID-19 cases.	<b>Elimination- None</b> <b>Substitution-</b> 1) Employees currently working from home. <b>Engineering controls- None</b> <b>Administrative controls</b> 1) Awareness conducted on COVID-19 protocol and precautions: - Instructions for anyone with COVID-19 symptoms to inform their line manager - Social distancing, all employees to ensure that they keep a distance of at least 2 meters apart when interacting with their fellow colleagues or other persons. - Employees are encouraged to report all social interactions that are not compliant to their BU COVID-19 Compliance Officers. - Social interactions which are not work related should be limited as far as possible. 2) Display signage at common areas. 3) Limit the number of employees at common areas. 4) Stringent Hygiene and Social Distancing Protocol in place. 5) Employees are encouraged to install the COVID-19 Power App / Self-assessment on their phones. 6) Employees are currently working from home until further notice. Controls listed above will be applied upon return to work. 7) Identification and risk assessment for vulnerable employees, and fitness for duty to be confirmed by the medical centre. <b>Personal protective equipment (PPE)</b> 8) Use of appropriate PPE (employees to always have masks on and sanitise their hands).	5	C	II	Contractor	1. Occupational Health and Safety Act: Hazardous Biological Agents Regulations 2. Directive: Consolidated COVID-19 Direction on Occupational Health and Safety Measures in Certain Workplaces GNR 1031 of October 2020
<a href="#">Face-to-Face Meetings</a>	Coming into contact with infected persons, contaminated object or surfaces.	Contracting COVID-19 due to contact with contaminated surfaces and exposure to an infected person.	Health	1. Local transmission of the virus to exposed employees causing lost time or fatality/ies 2. All employees that are affected being isolated. 3. Positive COVID-19 cases.	<b>Elimination- None</b> <b>Substitution</b> 1) Virtual meetings where possible. <b>Engineering controls- None</b> <b>Administrative controls</b> 1) Awareness conducted on COVID-19 protocol and precautions. - Employees to wash hands with water and soap for at least 20 seconds frequently. - Social distancing to be maintained at all times. 2) Provision of water and soap at the office for washing of hands. 3) All persons to self-screen before entering the office/site. 4) Temperature screening conducted before entering office/sites. 5) Signage indicating COVID-19 measures displayed. 6) Employees to work from home where possible. 7) Stringent Hygiene and Social Distancing Protocol in place. 8) Identification and risk assessment for vulnerable employees, and fitness for duty to be confirmed by the medical centre. <b>Personal protective equipment (PPE)</b> 12) Use of appropriate PPE (All meeting attendees to always have masks on and sanitise their hands).	5	C	II	Contractor	1. Occupational Health and Safety Act: Hazardous Biological Agents Regulations 2. Directive: Consolidated COVID-19 Direction on Occupational Health and Safety Measures in Certain Workplaces GNR 1031 of October 2020

<p><a href="#">Working at Offices where there is no running water (temporarily)</a></p>	<p>Unavailability of running water.</p>	<p>1. Increased risk for contracting COVID-19</p>	<p>Health</p>	<p>1. Local transmission of the virus to exposed employees causing lost time or fatalities  2. All employees that are affected being isolated.  3. Positive COVID-19 cases</p>	<p><b>Elimination- None</b>  <b>Substitution:</b>  1) Employees currently working from home or alternative site.  <b>Engineering controls- None</b>  <b>Administrative controls</b>  1) Provision of potable water where possible.  2) Awareness on personal hygiene &amp; COVID-19 measures.  3) Employees to follow the Employee right of refusal to work in unsafe situations.  4) Awareness conducted on COVID-19 protocol and precautions.  5. Identification and risk assessment for vulnerable employees, and fitness for duty to be confirmed by the medical centre.  <b>Personal protective equipment (PPE)</b>  <b>6) Use of sanitiser as a temporary measure.</b></p>	<p>5</p>	<p>B</p>	<p>II</p>	<p>Contractor</p>	<p>1. Occupational Health and Safety Act: Hazardous Biological Agents Regulations  2. Directive: Consolidated COVID-19 Direction on Occupational Health and Safety Measures in Certain Workplaces GNR 1031 of October 2020</p>
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Occupational Health and Safety Baseline risk assessment template											
Business/Operating unit:	Telecommunications	Scope	Design, Supply, Delivery, Installation, Commissioning, Training, Support, and Repairs of Multiservice Access Network Equipment					Next Review Date (every 2 years):	19/11/2027	Template Identifier:	240-7044599
Date:	19/11/2025	Compiled by:	Masego Msibi Mthuhuzel Shibani	Authorised by:	Name: Thulani Mkhwanazi Designation: Contracts Manager Signed: Date:	Document Identifier	559-21199471	Template Revision number:	5	Template Revision date:	30-Apr-25
Refer to Occupational Health and Safety Risk assessment procedure 32-520											
List activity	Hazard Identification	Associated risk	Risk type	What are the possible consequences?	Existing Controls	Consequence	Likelihood	Risk Priority Rating	Control Owner	Legal and Other Requirements	
List specific activities to be performed taking into consideration the equipment to be used, the personnel involved in the task.	Anything with potential to cause of harm. <b>Note:</b> A hazard can pose more than one risk.	A chance that injury, ill health or damage could occur as a result of uncontrolled hazard.	Safety or health	Consider the worse case scenario without controls?	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) <b>Elimination</b> <b>Substitution</b> <b>Engineering controls</b> <b>Administrative controls</b> <b>Personal protective equipment (PPE)</b>				Person allocated the responsibility for implementing the agreed controls	Where relevant, list the relevant legislative and or Eskom requirements that prescribe the control.	
<a href="#">Working in a building made with Asbestos/with Asbestos Roofing</a>	Possible exposure to Asbestos fibres	Inhalation of asbestos fibre	Health	Occupational Disease (Asbestosis)	<b>Elimination, substitution, Engineering controls</b> not possible <b>Administrative:</b> OH monitoring programme in place. Asbestos inventory in place. Awareness raised on the dangers of exposure to Asbestos. Phaseout programme in place <b>PPE:</b> Masks provided	3	A	3A	IV	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), Regulations 14 (1-6)Asbestos that forms part of the structure of workplace, building, plant or premises.
<a href="#">Equipment Handling</a>	Incorrect lifting and Loading	Body strain and muscle pull	Health	Possible injury and occupational illness	<b>Elimination, substitution, Engineering controls</b> not possible <b>Administrative:</b> Availability and implementation of a Manual Handling guideline Awareness, Training and awareness, equipment casing allocated in pool vehicles <b>PPE:</b> Not applicable	2	B	2B	IV	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), Manual Handling Guideline (240-112913285); ISO 45001
	Poor Ergonomics	Body strain and muscle pull	Health	Possible injury or illness	<b>Elimination, substitution, Engineering controls</b> not possible <b>Administrative:</b> Awareness raised on ergonomics, Continuous risk assessment conducted for specific tasks. Occupational Health Risk Assessment conducted <b>PPE:</b> Not Possible	2	A	2A	IV	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), Manual Handling Guideline (240-
	Incompetence in the use of equipment	Possible Pricks, Stabbing, and punctures	Safety	Possible injury	<b>Elimination, substitution, Engineering controls</b> not possible <b>Administrative:</b> Training procedure, skills management training, Technical training matrix in place and implemented, Skills transfer implemented <b>PPE:</b> Not Possible	3	B	3B	III	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520); ISO 45001; <a href="#">Equipment Installation Standard ETSTD486</a> ; ISO 45001(4.3.1.4.4.2)
	Use of Faulty Equipment	Possible electrical Shock	Safety	Possible injury	<b>Elimination, substitution, Engineering controls</b> not possible <b>Administrative:</b> Procedure on calibration of equipment in place, Quality test certificate in place, Supplier takes the risk of replacement for faulty equipment. Equipment configured before installation <b>PPE:</b> Not possible	2	B	2B	IV	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520); ISO 45001
Defective Hand Tools	Possible Pricks, Stabbing, and punctures	Safety	Possible injury	<b>Elimination, substitution, Engineering controls</b> not possible <b>Administrative:</b> Toolbox issued to all technicians, Regular inspection of tools, Contractor Management <b>PPE:</b> correct gloves issued for normal handtools (Defective tools are prohibited)	2	B	2B	IV	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520); <a href="#">Hand tools Procedure (ETPR07/3)</a> ; Tools inspection checklist; ISO 45001(4.3.1.4.5.3)	

<a href="#">Equipment Installation &amp; Monitoring of the installation</a>	Incorrect use of a Ladder	Possibility of falling	Safety	Possible injury	<b>Elimination, substitution, Engineering controls</b> not possible <b>Administrative:</b> Ladder inspectors appointed, monthly inspection of ladders <b>PPE:</b> Not Possible	2	B	2B	IV	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), GSR 13A (1-6) Ladders: Safe use of ladders (240-117017165)
	unfavourable weather condition (Lightning strikes and surges)	Damage to equipment/Electrocution	Safety	Possible damage to equipment and/or injury/fatality	<b>Elimination, Substitution controls</b> not possible <b>Engineering:</b> Lightning arrestors installed to protect equipment <b>Administrative:</b> Proper earthing protection at sites. Not working outside during lightning storms. <b>PPE:</b> Not Possible	3	A	3A	IV	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), ETST0017; ISO 45001
	Incorrect Hand Tools (improvisation)	Possible Pricks, Stabbing, and punctures	Safety	Possible minor, Major injury or fatality	<b>Elimination, substitution, Engineering controls</b> not possible <b>Administrative:</b> Toolbox issued to all technicians, Regular inspection of tools, tools managed in terms of replenishing tools that are worn out <b>PPE:</b> Not Possible	2	B	2B	IV	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520); Hand tools Procedure (ETPR0737); ISO 45001
<a href="#">Pulling of cables in the equipment room</a>	Incorrect pulling of cables	Possibility of being struck by the loose cable or Whiplash	Safety	Possible minor or major injuries	<b>Elimination, substitution, Engineering controls</b> not possible <b>Administrative:</b> Task Risk assessment conducted, Awareness on ergonomics conducted	2	B	2B	IV	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), ISO
	Cables lying around the equipment room	Possibility of trips, and fall	Safety	Minor or major injuries	<b>Elimination, substitution, Engineering controls</b> not possible <b>Administrative:</b> Inspections of high site is carried out periodically, BSO conducted on periodically,	3	A	3A	IV	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520);
<a href="#">Working in an AC environment (Earth leakage testing)</a>	Exposure to live wires	Electrocution or electric shock	Safety	Possible injury or fatality	<b>Elimination, substitution, Engineering controls</b> not possible <b>Administrative:</b> Employees accessing sites trained on safe handling of AC. Employees undergo low voltage authorization. Employees assessed every three Years. Awareness on life saving rules	2	B	2B	IV	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), 32-520
	Incompetence in handling AC	Possible electrocution or shock	Safety	Possible injury or fatality	<b>Elimination, substitution, Engineering controls</b> not possible <b>Administrative:</b> Employees accessing sites trained on safe handling of AC. Employees undergo low voltage authorization. Employees assessed every three Years. Awareness on life saving rules <b>PPE:</b> Arc resistant overall with CAL rating	3	B	3B	III	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), Electrical Regulation,
	Short Circuiting	Possible fire	Safety	Possible injury or fatality	<b>Elimination, substitution, Engineering controls</b> not possible <b>Administrative:</b> Employees accessing sites trained on safe handling of AC. Employees undergo low voltage authorization. Correct PPE issued and tested as required. Employees assessed every three Years. Awareness on life saving rules <b>PPE:</b> Arc resistant overall issued to relevant employees	3	B	3B	III	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), Electrical regulation, ISO 45001
<a href="#">AC Installation - Light fittings</a>	Exposed live wires	Possible shock or electrocution	Safety	Possible injury or fatality	<b>Elimination, substitution, Engineering controls</b> not possible <b>Administrative:</b> Employees accessing sites trained on safe handling of AC. Employees undergo low voltage authorization. Correct PPE issued and tested as required. Employees assessed every three Years. Awareness on life saving rules	3	B	3B	III	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520); Electrical Regulation, ISO 45001
<a href="#">Open, and isolate the circuit breaker and lockout</a>	Incorrect isolation	Possible shock or electrocution	Safety	Possible injury or fatality	<b>Elimination, substitution, Engineering controls</b> not possible <b>Administrative:</b> Employees accessing sites trained on safe handling of AC. Employees undergo low voltage authorization. Correct PPE issued and tested as required. Employees assessed every three Years. Awareness on life saving rules	3	B	3B	III	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), ISO 45001
<a href="#">Testing of the DB Board</a>	Incorrect testing of the DB board	Possible shock or electrocution	Safety	Possible injury or fatality	<b>Elimination, substitution, Engineering controls</b> not possible <b>Administrative:</b> Employees accessing sites trained on safe handling of AC. Employees undergo low voltage authorization. Correct PPE issued and tested as required. Employees assessed every three Years. Awareness on life saving rules <b>PPE:</b> Arc resistant overall issued to relevant employees	3	B	3B	III	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), ISO 45001
<a href="#">Loading into Equipment using test equipment &amp; / laptops</a>	Lack of working space	Straining muscle/ back injuries	Safety	Possible Musculoskeletal disorder	<b>Elimination, substitution, Engineering controls</b> not possible <b>Administrative:</b> Safe Working Procedure, Task specific Risk Assessment, SMAT Observation, Job Observation <b>PPE</b> not possible	3	C	3C	II	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), ISO 45001

Occupational Health and Safety Baseline risk assessment template											
Business/Operating unit:	Telecommunications	Scope	Design, Supply, Delivery, Installation, Commissioning, Training, Support, and Repairs of Multiservice Access Network Equipment				Next Review Date (every 2 years):	19/11/2027	Template Identifier:	240-7044599	
Date:	19/11/2025	Compiled by:	Masego Msibi Mthuthuzeli Shibani	Authorised by:	Name: Thulani Mkhwanazi Designation: Contracts Manager Signed: Date:	Document Identifier:	559-21199471	Template Revision number:	5		
						Template Revision date:	30-Apr-25	Document Rev Number:	1		
Refer to Occupational Health and Safety Risk assessment procedure 32-520											
List activity	Hazard Identification	Associated risk	Risk type	What are the possible consequences?	Existing Controls	Consequence	Likelihood	Risk Priority Rating	Control Owner	Legal and Other Requirements	
List specific activities to be performed taking into consideration the equipment to be used, the personnel involved in the task.	Anything with potential to cause of harm. <b>Note:</b> A hazard can pose more than one risk.	A chance that injury, ill health or damage could occur as a result of uncontrolled hazard.	Safety or health	Consider the worse case scenario without controls?	Includes: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) <b>Elimination</b> <b>Substitution</b> <b>Engineering controls</b> <b>Administrative controls</b> <b>Personal Protective Equipment (PPE)</b>				Person allocated the responsibility for implementing the agreed controls	Where relevant, list the relevant legislative and or Eskom requirements that prescribe the control.	
Site Access & Security	Driving in a Hijacking, kidnapping hotspot	Possible assault, rape, stress, trauma, being shot	Safety	Possible injury or fatality	<b>Elimination, substitution, Engineering controls</b> not possible <b>Administrative:</b> Site security Matrix, Security upgrade was done to improve site security based on the rating of the matrix per site, Buddy System (reporting any abnormality at site for the benefit of others) <b>PPE</b> not applicable	4	B	4B	III	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520); Incident Management Procedure (32-95) Site Access WI (240-162430133); ISO 45001
	Poor Road Conditions	Vehicle losing control leading to an accident	Safety	Possible MVA which may lead to injury or fatality	<b>Elimination, substitution, Engineering controls</b> not possible <b>Administrative:</b> Advanced driver training, 4x4 Training, Safe driver awareness <b>PPE</b> not applicable	3	B	3B	III	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), 32-520, Safe travelling procedure 240-
	Exposure to Raptors/Insects/Reptiles	Possible venomous, bites and stings	Safety	Possible poisonous bites and stings which may lead to Occupational illness or fatality	<b>Elimination, substitution, Engineering controls</b> not possible <b>Administrative:</b> Awareness on snake identification, and how they react to prevent snake bites, and how to apply first aid once bitten, Risk assessment Conduct continuously with control/ mitigation measures implemented. <b>PPE</b> Noted for relevant employees	4	B	4B	III	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520); Emergency Plan in case of bees, wasps and tick stings (240-162430133)
	Poor vegetation Management	Possible burns or Smoke inhalation	Safety	Possible injury or fatality	<b>Elimination, substitution, Engineering controls</b> not possible <b>Administrative:</b> Portable fire extinguishers provided, emergency preparedness procedure in place, Site maintenance & emergency numbers readily available at site <b>PPE</b> not applicable	4	B	4B	III	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520); Emergency Preparedness Procedure (32-95)
	Sites not secured Properly or the site located in a high crime zone	Theft, vandalism, public injury	Safety	Possible public injury or Damage to Property	<b>Elimination, substitution, Engineering controls</b> not possible <b>Administrative:</b> Site Security Project in Progress in order of priority based on the Matrix <b>PPE</b> not applicable	2	A	2A	IV	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), Incident Management Procedure (32-95)
Improper use of PPE	Body exposed to hazards at site	Safety	Possible injury	<b>Elimination, substitution, Engineering controls</b> not possible <b>Administrative:</b> Awareness on the importance of wearing PPE issued, pre-task risk assessment, Behavioural Safety observations conducted, correct PPE issued <b>PPE</b> issued in line with the risks	2	A	2A	IV	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), Regulation Z (1-7)/Personal Safety Equipment; PPE Inspection (240-162430133), ;ISO 45001	

<a href="#">Site Maintenance - Vegetation Management</a>	Exposure to Hazardous chemical substances (Herbicides)	Possible Skin contact(irritation) and inhalation of fumes	Health	Possible Occupational Illness	Elimination, substitution, Engineering controls not possible <b>Administrative:</b> Herbicide procedure in place and implemented, Awareness given on safe use of herbicides, correct PPE issued, Chemical inventory in place, MSDS's in place <b>PPE:</b> relevant for handling herbicides issued	2	A	2A	IV	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520) HCA Regulation 14 (A-D); 15. Safe management and use of herbicides & pesticides (240-10200485), ISO 45001
	Exposure to Raptors/Insects/Reptiles	Possible venomous, bites and stings	Safety	Possible poisonous bites and stings which may lead to Occupational illness or fatality	Elimination, substitution, Engineering controls not possible <b>Administrative:</b> Portable first aid kits with minimum content issued to all employees accessing the site. Risk assessment conducted. Availability of bite and sting kit. Level 2 first training attended, continuous awareness. Issue/use PPE <b>PPE:</b> Gaitsers needed for relevant employees	3	B	3B	III	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520); Emergency Plan in case of bees, wasps and tick stings (240-10288502); ISO 45001
<a href="#">Monitoring Installation of an Electric Fence and Existing Electrical Fence</a>	Exposure to an electric fence	Electrocution or Electric Shock	Safety	Possible employee or Public injury	Elimination, substitution, Engineering controls not possible <b>Administrative:</b> Warning signage's available on the fence. COCs for the fence available. <b>PPE:</b> Not applicable	2	A	2A	IV	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), The Fencing Act, No 31 of 1963 Section 22, Section 23, Section 24; Specification for electric fences
<a href="#">Monitoring Construction Activities</a>	Exposure to Dust ( Particulate Matter, Cement Dust)	Inhalation of particulate matter or coal dust	Health	Possible lung infection	Elimination, substitution, Engineering controls not possible <b>Administrative:</b> PPE specification in place and implemented. Employees allocated correct PPE and signed PPE issue list <b>PPE:</b> Dust masks provided to relevant employees	2	B	2B	IV	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), Construction Regulation Management Contract & Contractor Management Standard
		Skin Contact ( irritation)	Health	Skin Damage	Elimination, substitution, Engineering controls not possible <b>Administrative:</b> Stringent monitoring done on contractors to ensure compliance PPE specification in place and implemented. Employees allocated correct PPE and signed PPE issue list <b>PPE:</b> overalls that will protect the skin provided	2	B	2B	IV	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), Construction Regulation Management Contract & Contractor Management Standard(32-726), ISO 45001
	Exposure to Excessive Noise	Damage to the ears	Health	Noise induced Hearing Loss	Elimination, substitution, Engineering controls not possible <b>Administrative:</b> Stringent monitoring done on contractors to ensure compliance, contractors supervise themselves so employees duration at site is low over an eight period <b>PPE:</b> Ear Protection enforced	3	B	3B	III	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), Construction Regulation Management Contract & Contractor Management Standard(32-726), Hearing Conservation Procedure (32-425), ISO 45001
	Use of non Compliant Cranes	Possible disintegration of the crane	Safety	Possible injury, fatality	Elimination, substitution, Engineering controls not possible <b>Administrative:</b> Contractor Management, Availability of SHEQ Specifications and evaluation and approval of contractor SHEQ Plan, Contractor audits conducted and action plans developed and managed, (Crane relevant documentation for operation, competence of operator etc.) this limits exposure to employees who monitors contractor activities <b>PPE:</b> Relevant PPE enforced	4	B	4B	III	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), Regulations 22 (a-f) Cranes 240-59678141; ISO 45001
	Conditions leading to Slips, trips and falls	Possible tripping and Falling leading to incidents	Safety	Possible injury	Elimination, substitution, Engineering controls not possible <b>Administrative:</b> Project site are continually monitored through BSO and job observations. Periodic inspections are also conducted to ensure compliance. This reduces the chances of the employees who manages contractors getting injured due to poor housekeeping <b>PPE:</b> Relevant PPE enforced	4	A	4A	III	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), CR R 27, Housekeeping on Construction site, ISO 45001
	Scaffolding that is not compliant	Possible falling from scaffolding collapse which may lead to an incident	Safety	Possible injury	Elimination, substitution, Engineering controls not possible <b>Administrative:</b> Project site are continually monitored through BSO and job observations. Periodic inspections are also conducted to ensure compliance. This reduces the chances of the employees who manages contractors getting injured due to poor housekeeping <b>PPE:</b> Relevant PPE enforced	4	A	4A	III	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), CR Regulations 16 Scaffolding, Contract & contractor management standard (32-726); 32-136, ISO 45001

	Work done at elevated position with no compliance to the work at height requirements	Possible falling which may lead to incidents	Safety	Possible Injury	<b>Elimination, substitution, Engineering controls not possible</b> <b>Administrative:</b> Project site are continually monitored through BSO and job observations. Periodic inspections are also conducted to ensure compliance. This reduces the chances of the employees who manages contractors getting injured due to poor housekeeping <b>PPE:</b> Not applicable	4	B	4B	III	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), CR, 32-726; 32-136; ISO 45001
	Incorrect containment/fastening of Loose objects	Being struck by falling objects	Safety	Possible minor or major injury or fatality	<b>Elimination, substitution, Engineering controls not possible</b> <b>Administrative:</b> Project site are continually monitored through BSO and job observations. Periodic inspections are also conducted to ensure compliance. This reduces the chances of the employees who manages contractors getting injured due to poor housekeeping <b>PPE:</b> Not applicable	4	B	4B	III	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), CR, 32-726; 32-136;32-524; ISO 45001
	observing Incorrect usage of moving machinery use of non complaint machinery	Being caught, cut or bruised by the machine	Safety	Possible Injury, possible damage to property	<b>Elimination, substitution, Engineering controls not possible</b> <b>Administrative:</b> Project site are continually monitored through BSO and job observations. Periodic inspections are also conducted to ensure compliance. This reduces the chances of the employees who manages contractors getting injured due to poor housekeeping <b>PPE:</b> Not applicable	3	B	3B	III	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520),GMR 3 (1-3) Safe guarding of machinery, GMR 4 (1 & 5)Operation of
Handling of HCS	observing and allowing Incompetence in Handling of HCS (Fuel, Batteries & Herbicides)	Possible inhalation of HCS fumes	Health	Occupational Illness (Respiratory Infection)	<b>Elimination, substitution, Engineering controls not possible</b> <b>Administrative:</b> Training on Handling of hazardous Chemical Substances conducted, Training analysis on relevant training to be conducted, Training and awareness procedure in place <b>PPE:</b> Respirators provided to relevant employees	3	A	3A	IV	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), HCAR 3 (1-4)information, instruction, and Training; ISO 45001
	Improper fuel storage	Possible fire due to chemical reaction	Safety	Possible injury or fatality	<b>Elimination, substitution, Engineering controls not possible</b> <b>Administrative:</b> Training provided on handling of Hazardous Substances. Proper storage provided where fuel is stored, inventory of HCA in place, SDS used to follow storage requirements <b>PPE:</b> Respirators provided to relevant employees	2	A	2A	IV	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), HCAR 3 (1-4)information, instruction, and Training & Classification of hazardous chemical agents; ET Communication Plan (240-123880224), Safe handling of hydrocarbon procedure (ETPR1280) ISO 45001
	Exposure to inhalation of fumes	Inhalation of fumes	Health	Possible Lung infection, injury,	<b>Elimination, substitution, Engineering controls not possible</b> <b>Administrative:</b> Correct PPE issued to relevant employees, Awareness raised on the correct use when handling HCS, <b>PPE:</b> Respirators provided to relevant employees	2	B	2B	IV	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), CHAR 11 (1-6) Personal Protective Equipment and facilities & Regulation 9 (a-g) Handling of hazardous agents (HCA); ISO 45001
Conducting Emergency Breakdown maintenance	Not having systems in place to prevent fire	Possible Burns, smoke inhalation asphyxiation	Safety	injury, property damage	<b>Elimination, substitution, Engineering controls not possible</b> <b>Administrative:</b> Emergency preparedness procedure, awareness, Site maintenance & emergency preparedness drills <b>PPE:</b> Respirators needed for relevant employees (Normally	3	C	3C	II	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520); Emergency Preparedness Procedure
	Natural disaster - Flooding	Flooding of rivers, roads blocked, bridges damaged, vehicle washed away, drowning	Safety	Minor/Major injuries, Fatalities	<b>Elimination, substitution, Engineering controls not possible</b> <b>Administrative:</b> Awareness on driving on low lying bridges has been raised, Implementation (Testing) and adherence to the Emergency Preparedness Plan <b>PPE:</b> not applicable	3	C	3C	II	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), Procedure 32-93, ET Communication Plan (240-123880224)
	Working in an unfavorable weather condition - Wind	Being swept over by wind leading to incidents	Safety	Property damage or injury	<b>Elimination, substitution, Engineering controls not possible</b> <b>Administrative:</b> Awareness raised regarding the dangers of working in an unfavourable weather condition, risk assessment conducted, buddy system (Communicating if the are bad weather conditions for the benefit of others <b>PPE:</b> not applicable	3	C	3C	II	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), Procedure 32-96, ET Communication Plan
	Working in an unfavorable weather condition- Ice, snow	Vehicle sliding, slipping while walking	Safety	Property damage or injury	<b>Elimination, substitution, Engineering controls not possible</b> <b>Administrative:</b> Awareness raised regarding the dangers of working in an unfavourable weather condition, risk assessment conducted, buddy system (Communicating if the are bad weather conditions for the benefit of others <b>PPE:</b> not possible	2	C	2C	III	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), Procedure 32-95, ET Communication Plan

	Poor Ergonomics	Possible body strain and twisting, back injuries.	Health	Occupational Disease- Musculoskeletal disorders	Elimination, substitution, Engineering controls not possible <b>Administrative:</b> Awareness raised on ergonomics, Continuous risk assessment conducted for specific tasks, Occupational Health Risk Assessment conducted <b>PPE:</b> Not Possible	3	B	3B	III	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), 32-520, Occupational Hygiene Programme (240-160266111) ISO 45001
<a href="#">Employees stationed and working at a Power Stations</a>	Poor lighting	Poor visibility which may cause straining of the eyes	Safety	Occupational diseases(Damage to the eyes- long term)	Elimination, Engineering controls not possible <b>Substitution:</b> Replacement of defective lights <b>Administrative:</b> Hygiene surveys conducted periodically, Breakdown maintenance conducted by facilities on fused lights as per reporting of defects, SHE inspection conducted and request made to facilities <b>PPE:</b> not possible	2	A	2A	IV	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), ERW 3 (1-6) Lighting, Occupational Hygiene Programme (240-160266111), ISO 45001
	Poor Ventilation	No free circulation of clean air	Health	Occupational diseases (possible Legionella)	Elimination, substitution, Engineering controls not possible <b>Administrative:</b> Hygiene surveys conducted periodically, Breakdown maintenance conducted by facilities on the Aircon system <b>PPE:</b> not possible	2	B	2B	IV	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), Regulation 5 (1&2) Ventilation, Occupational Hygiene Programme (240-160266111), ISO 45001
	Exposure to excessive Noise	Damage to the ears	Health	Noise induced Hearing Loss	Elimination, substitution, Engineering controls not possible <b>Administrative:</b> Noise surveys conducted, medical surveillance conducted for those exposed, Risk assessment conducted and controls implemented. <b>PPE:</b> Hearing protection provided for relevant employees	3	C	3C	II	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), Noise Conservation Procedure (32-425) Occupational Hygiene Programme (240-160266111) ISO 45001
	Exposure to Dust (Particulate Matter, Cement Dust)	Inhalation of particulate matter or coal dust	Health	Possible lung infection	Elimination, substitution, Engineering controls not possible <b>Administrative:</b> Risk assessment conducted in liaison with the Power Station, Hygiene surveys conducted in liaison with the Power station. Recommended control measures implemented, medical surveillance done in line with the man job spec <b>PPE:</b> Dust masks provided	2	B	2B	IV	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), ISO 45001
		Skin Contact ( irritation)	Health	Skin Damage	Elimination, substitution, Engineering controls not possible <b>Administrative:</b> PPE specification in place and implemented, Employees allocated correct PPE and signed PPE issue list <b>PPE:</b> overalls provided to protect contact with the skin	2	B	2B	IV	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), ISO 45001
	Poor Ergonomics	Possible body strain and twisting, back injuries.	Health	Occupational Disease- Musculoskeletal disorders	Elimination, substitution, Engineering controls not possible <b>Administrative:</b> Awareness raised on ergonomics, Continuous risk assessment conducted for specific tasks, Occupational Health Risk Assessment conducted <b>PPE:</b> Not Possible	3	B	B	III	Contractor	Refer to column A - hyperlink and BY-laws sheet, Risk Assessment Procedure(32-520), 32-520, ISO 45001

Occupational Health and Safety Baseline risk assessment template										
Business/Operating unit:	Telecommunications	Scope	Design, Supply, Delivery, Installation, Commissioning, Training, Support, and Repairs of Multiservice Access Network Equipment				Template identifier:	HO-70044600	Next Review Date (every 2 years):	19/11/2027
Date:	19/11/2025	Compiled by	Masego Msibi Mthuzeli Shibani	Authorised by:	Name: Thulani Mkhwanazi Designation: Contracts Manager Signed: Date:	Document identifier	559-21199471	Template Revision number:	5	
						Template Revision date:	30-Apr-25	Document rev number	1	
Refer to Occupational Health and Safety Risk assessment procedure 32-520										
List activity	Hazard Identification	Associated risk	Risk type	What are the possible consequences?	Existing Controls	Consequence	Likelihood	Risk Priority Rating	Control Owner	Legal and Other Requirements
List specific activities to be performed taking into consideration the equipment to be used, the personnel involved in the task.	Anything with potential to cause of harm. <b>Note:</b> A hazard can pose more than one risk.	A chance that injury, ill health or damage could occur as a result of uncontrolled hazard.	Safety or health	Consider the worse case scenario without controls?	<p>Include:</p> <ul style="list-style-type: none"> <li>- <u>Preventative Controls</u> (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and</li> <li>- <u>Reactive Controls</u> (controls implemented to reduce the immediate impact of the risk occurring)</li> </ul> <p><b>Elimination</b> <b>Substitution</b> <b>Engineering controls</b> <b>Administrative controls</b> <b>Personal protective equipment (PPE)</b></p>				Person allocated the responsibility for implementing the agreed controls	Where relevant, list the relevant legislative and or Eskom requirements that prescribe the control.
<a href="#">Working in an HV environment +B68 &amp; Monitoring in an HV environment (Kiosks)</a>	Working without a permit	Electrocution	Safety	Possible injury or fatality	<p><b>Elimination, substitution, Engineering controls</b> not possible</p> <p><b>Administrative:</b> Task risk assessment done for the tasks, toolbox talks conducted for planning purposes, Monitoring of life saving rules in place, process of work permit followed, ORHVS training listed as accreditations</p> <p><b>PPE:</b> Arc resistant overall issued to relevant employees</p>	3	A	IV	Contractor	Refer to column A - hyperlink and BY-laws sheet; Occupational Health & Safety risk assessment procedure (32 520), Life Saving Rules, ORHVS; ISO 45001
	Poorly maintained equipment	Possible explosion	Safety	Possible injury or fatality	<p><b>Elimination, substitution, Engineering controls</b> not possible</p> <p><b>Administrative:</b> Access restriction process implemented, emergency preparedness procedure, contingency plan, awareness raised through induction</p> <p><b>PPE:</b> Full PPE issued as is a requirement when entering a substation</p>	4	B	III	Contractor	Refer to column A - hyperlink and BY-laws sheet, 32-123; House keeping-Regulation 6 (1 & 2 a-f), Regulation 9 (1 & 2) - Fire Precaution & means of egress; 240-92065235; Occupational Health & Safety risk assessment procedure (32 520) ISO 45001; 240-92065235; ISO 45001
	Possible electrical flash causing burns		Safety	Possible injury or fatality	<p><b>Elimination, substitution, Engineering controls</b> not possible</p> <p><b>Administrative:</b> Task specific risk assessment conducted before work is done, access restricted, emergency preparedness procedure, contingency plan, awareness raised through induction</p> <p><b>PPE:</b> Full PPE issued as is a requirement when entering a substation</p>	4	B	III	Contractor	Refer to column A - hyperlink and BY-laws sheet; Occupational Health & Safety risk assessment procedure (32 520), Line 40.8, Line; 240-92065235; ISO 45001

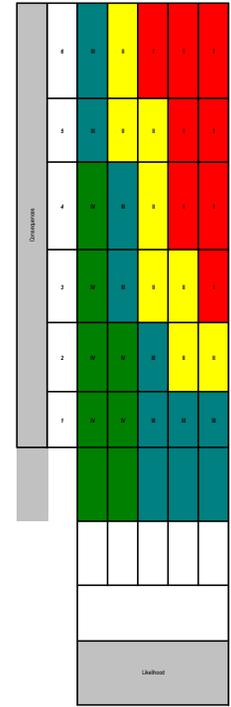


Occupational Health and Safety Resilience risk assessment template					
Business/Operating unit:	Design, Supply, Delivery, Installation, Commissioning, Training, Support and Repair of Lifts/Access Systems Equipment	Next Review Date:	19/11/2027	Template identifier:	240-704453

Date:	19/11/2025	Completed by:	Emergency Safety Without Lifts Occupation: Senior Manager Signed: Date:	Document identifier:	ISS-21199473
				Template Revision number:	5
				Template Revision date:	30-Apr-25
				Document Revision Number	5

List activity	Hazard Identification	Associated risk	Risk type	What are the possible consequences?	Existing Controls	Control Owner	Legal and Other Requirements	
List specific activities to be performed taking into consideration the equipment to be used, the personnel involved in the task.	Anything with potential to cause harm. Note: A hazard can pose more than one risk.	A chance that injury, ill health or damage could occur as a result of uncontrolled hazard.	Safety or health	Consider the worst case scenario without controls?	<p><b>Elimination</b> - Controls implemented to eliminate hazards or reduce the likelihood of the risk occurring; and</p> <p><b>Substitution</b> - Controls implemented to reduce the intrinsic hazard of the risk occurring.</p> <p><b>Engineering controls</b></p> <p><b>Administrative controls</b></p> <p><b>Personal Protective Equipment (PPE)</b></p>	Person allocated the responsibility for implementing the agreed controls.	Where relevant, list the applicable legislation and other relevant requirements that prescribe the control.	
Personnel hygiene	Possible infections from bacterial/inhalation	Health	Possible Occupational Illnesses LT1 Fatigue	<p><b>Elimination &amp; engineering controls</b> were explored but not possible.</p> <p><b>Administrative</b> - Offices occupants are provided with ergonomically designed chairs, employees allowed to take short breaks from work.</p> <p><b>Administrative</b> - Ergonomic surveys conducted, ergonomic assessments carried out, issued with safety sheets, where issued with mouse pads with Gel to support the wrist. Medical Certificate, health risk assessment conducted.</p> <p><b>PPE</b> not applicable.</p>	5	B	Contractor	<p>MSR 01200161 - Occupational Health &amp; Safety</p> <p>MSR 01200162 - Occupational Health &amp; Safety</p>
Personnel ergonomics	Manual handling disorders	Health	Wrist, back, legs, shoulders, muscle and joint disorders LT1 Musculoskeletal disorder	<p><b>Elimination &amp; engineering controls</b> were explored but not possible.</p> <p><b>Substitution</b> - Office occupants are provided with ergonomically designed chairs, employees allowed to take short breaks from work.</p> <p><b>Administrative</b> - Ergonomic surveys conducted, ergonomic assessments carried out, issued with safety sheets, where issued with mouse pads with Gel to support the wrist. Medical Certificate, health risk assessment conducted.</p> <p><b>PPE</b> not applicable.</p>	4	C	Contractor	<p>MSR 01200161 - Occupational Health &amp; Safety</p> <p>MSR 01200162 - Occupational Health &amp; Safety</p>
Use of other facilities in the lift shaft	Possible burns	Safety	Skin burns, LT1	<p><b>Elimination &amp; engineering controls</b>, substitution controls were explored but not possible.</p> <p><b>Administrative</b> - Warning signs placed next to each lift to indicate that it is in maintenance and safety is not guaranteed. Fire alarm system installed in lift shaft.</p> <p><b>Administrative</b> - Fire alarm system installed in lift shaft.</p> <p><b>PPE</b> not applicable.</p>	4	B	Contractor	<p>MSR 01200161 - Occupational Health &amp; Safety</p> <p>MSR 01200162 - Occupational Health &amp; Safety</p>
Personnel hygiene	Possible exposure to communicable diseases	Health	Possible Illnesses	<p><b>Elimination &amp; engineering controls</b>, substitution controls were explored but not possible.</p> <p><b>Administrative</b> - Monthly health and safety inspections done on work areas including hygiene facilities by SHE Representatives. Deviations reported to SHE. Deviations resolved by SHE. Controls for hygiene and disease. Deviations reported to SHE. Employees allowed to work from home or other clean areas. Cleaning services have been sought.</p>	2	B	Contractor	<p>MSR 01200161 - Occupational Health &amp; Safety</p> <p>MSR 01200162 - Occupational Health &amp; Safety</p>
Personnel use of lifts	Slip, trips and falls	Safety	Possible Injury/Trauma, broken limbs and other injuries LT1	<p><b>Elimination &amp; engineering</b>, substitution controls were explored but not possible.</p> <p><b>Administrative</b> - Assessments carried out on each use of lift, ensuring that the lift is safe to use. Signs on platform next to lift indicating that the lift is not to be used. SHE Rep inspections conducted and reporting any defects to SHE.</p> <p><b>PPE</b> not applicable.</p>	4	B	Contractor	<p>MSR 01200161 - Occupational Health &amp; Safety</p> <p>MSR 01200162 - Occupational Health &amp; Safety</p>
Use of floors	Slip, trips and falls	Safety	Possible Injury/Trauma, broken limbs and other injuries LT1	<p><b>Elimination &amp; engineering</b>, substitution controls were explored but not possible.</p> <p><b>Administrative</b> - Warning signs placed next to each lift to indicate that it is in maintenance and safety is not guaranteed. Fire alarm system installed in lift shaft.</p> <p><b>Administrative</b> - Fire alarm system installed in lift shaft.</p> <p><b>PPE</b> not applicable.</p>	4	B	Contractor	<p>MSR 01200161 - Occupational Health &amp; Safety</p> <p>MSR 01200162 - Occupational Health &amp; Safety</p>
Use of floors	Slip, trips and falls	Safety	Possible Injury/Trauma, broken limbs and other injuries LT1	<p><b>Elimination &amp; engineering</b>, substitution controls were explored but not possible.</p> <p><b>Administrative</b> - Warning signs placed next to each lift to indicate that it is in maintenance and safety is not guaranteed. Fire alarm system installed in lift shaft.</p> <p><b>Administrative</b> - Fire alarm system installed in lift shaft.</p> <p><b>PPE</b> not applicable.</p>	3	B	Contractor	<p>MSR 01200161 - Occupational Health &amp; Safety</p> <p>MSR 01200162 - Occupational Health &amp; Safety</p>
Personnel housekeeping	Fire	Safety	Injury/Fatality, MLLT/A Fatality	<p><b>Elimination &amp; substitution</b> were explored but not possible.</p> <p><b>Engineering controls</b> - Proper storage areas provided.</p> <p><b>Administrative</b> - SHE Representative inspections/VF, Monthly fire equipment inspections, Emergency preparedness plan &amp; emergency team appointed.</p> <p><b>PPE</b> not applicable.</p>	5	B	Contractor	<p>MSR 01200161 - Occupational Health &amp; Safety</p> <p>MSR 01200162 - Occupational Health &amp; Safety</p>
Personnel housekeeping	Slip, trips and falls	Safety	Injury/Fatality, MLLT	<p><b>Elimination &amp; substitution</b> were explored but not possible.</p> <p><b>Engineering controls</b> - Proper storage areas provided.</p> <p><b>Administrative</b> - SHE Representative inspections/VF, Monthly fire equipment inspections, Emergency preparedness plan &amp; emergency team appointed.</p> <p><b>PPE</b> not applicable.</p>	4	B	Contractor	<p>MSR 01200161 - Occupational Health &amp; Safety</p> <p>MSR 01200162 - Occupational Health &amp; Safety</p>
Personnel ventilation	Inhalation health Acute Respiratory Infection (ARI) building system/acute or chronic health effects	Health	Occupational disease (possible Legionella), Temporary respiratory (COVID-19, influenza, other respiratory viruses), Chronic respiratory (asthma, COPD, emphysema, etc.), Allergic rhinitis, skin irritation, cough, etc.	<p><b>Elimination</b>, substitution &amp; engineering controls were explored but not possible.</p> <p><b>Administrative</b> - Regular surveys conducted periodically, health and safety inspections, SHE Rep inspections conducted and reporting any defects to SHE.</p> <p><b>PPE</b> not applicable.</p>	3	B	Contractor	<p>MSR 01200161 - Occupational Health &amp; Safety</p> <p>MSR 01200162 - Occupational Health &amp; Safety</p>
Personnel ventilation	Poor visibility which may cause eye strain/ eye light deterioration	Health	Occupational disease/Damage to the eye, eye strain	<p><b>Elimination</b>, substitution &amp; engineering controls were explored but not possible.</p> <p><b>Administrative</b> - Regular surveys conducted periodically, health and safety inspections, SHE Rep inspections conducted and reporting any defects to SHE.</p> <p><b>PPE</b> not applicable.</p>	3	B	Contractor	<p>MSR 01200161 - Occupational Health &amp; Safety</p> <p>MSR 01200162 - Occupational Health &amp; Safety</p>

R	Safety	1	A	Fully effective	Red
N	Health	2	B	Mostly effective	Yellow
		3	C	Mostly ineffective	Orange
		4	D	None	Green
		5	E		Blue



Likehood



	Exposure to airborne diseases	Possibility of contracting diseases through contact. As indicated by the relevance/risk of communicable diseases (Epidemiology & Infection)	Health	Possible Bites, or Fatally	Elimination, substitution & engineering controls were explored but not possible. Administrative: Training awareness to hand hygiene. Feasibility of gloves for hand washing and for drying of hands, and the use of disinfectants. Educating employees on the disease. PPE: Not applicable	2	B	6	Contractor	Refer to column A - Epidemiology and Infection Occupational Health & Safety risk assessment procedures 10-2020, 102-4001
Working on a computer	Exposure to glare from the computer monitor for prolonged periods	Eye Strain Damage to the eye surface	Health	Eye Problems - Itchy, tearing eyes, headaches The presence of glare may lead to discomfort and impairment of vision	Elimination, substitution & engineering controls, were explored but not possible. Administrative: Employees using laptops that have built-in screen filters. Eye testing done as part of the Stress for Duty which is a requirement for employees. Engineering based on Ergonomics (ergonomics associated with posture reduction in their computer work). PPE: Not applicable	4	B	8	Contractor	Refer to column A - Epidemiology and Infection OH&E Policy Occupational Health & Safety risk assessment procedure (10-2020)
	Excessive use of computers	Sight Distraction	Health	Visual impairment	Elimination, substitution & engineering controls were explored but not possible. Administrative: Employees trained on Ergonomics (being done in normal). Periodic medical surveillance conducted (Eye tests). PPE: Not applicable	3	D	8	Contractor	Refer to column A - Epidemiology and Infection OH&E Policy Risk assessment procedure 10-2020
		1) Back Pain 2) Carpal Tunnel Syndrome (Damage to nerves in wrist and back and neck areas)	Health	Back aches / pains and damage to the nerves in wrist	Elimination, substitution & engineering controls were explored but not possible. Administrative: Employees trained on Ergonomics (being done in normal). Periodic medical surveillance conducted (Eye tests). PPE: Not applicable	3	D	8	Contractor	Refer to column A - Epidemiology and Infection OH&E Policy Risk assessment procedure 10-2020 Occupational Health & Safety risk assessment procedure 10-2020
	Noise from equipment and machinery	Hearing impairment	Health	Possible noise induced hearing loss	Elimination, substitution & engineering controls were explored but not possible. Administrative: Noise survey done, Awareness on noise provided to employees. PPE: Ear protection provided for employees	2	B	6	Contractor	Refer to column A - Epidemiology and Infection Occupational Health & Safety risk assessment procedure 10-2020, 102-4001
	Exposure to inhalation off-gases (Battery rooms, generator etc.)	Irritation of the respiratory system	Health	Possible Lung infection, injury.	Elimination, substitution & engineering controls were explored but not possible. Administrative: Awareness raised on the correct use of PPE when handling HCS. PPE: Correct use of relevant equipment.	2	B	6	Contractor	Refer to column A - Epidemiology and Infection Occupational Health & Safety risk assessment procedure 10-2020
	Floor Abrasion	Floor abrasion which may cause abrasion of the eyes	Safety	Possible minor or major injury	Elimination, substitution & engineering controls were explored but not possible. Administrative: Floor Strep areas feasible, O&E inspection conducted, maintenance, emergency preparedness procedure, contingency plan, awareness. PPE: Not applicable	2	B	6	Contractor	Refer to column A - Epidemiology and Infection Occupational Health & Safety risk assessment procedure 10-2020 Working Inspection form (24-180303) (102-4001)
		Slips, Trips and Falls	Safety	Injury (FAMLT)	Elimination, substitution & engineering controls were explored but not possible. Administrative: Hygiene survey conducted periodically, Resilience maintenance conducted to facilities on floor lifts/hoists and air handling units, O&E inspection conducted and defects reported to facilities (Floor finish, Building inspection done by O&E, Periodic medical surveillance conducted). Resilience hygiene survey (Strep areas) conducted. Awareness raised on the importance of Accident reporting, investigation and implementation/recommendations. PPE: Not applicable	3	C	8	Contractor	Refer to column A - Epidemiology and Infection OH&E Policy Risk assessment procedure 10-2020
Tripping in the storage area	Possible slip		Safety	Possible minor or major injury	Elimination, substitution & engineering controls were explored but not possible. Administrative: Hygiene survey feasible, O&E inspection conducted, maintenance, emergency preparedness procedure, contingency plan, awareness. PPE: Not applicable	2	B	6	Contractor	Refer to column A - Epidemiology and Infection Occupational Health & Safety risk assessment procedure 10-2020 Working Inspection form (24-180303) (102-4001)
	Slip Trips and falls		Safety	Possible minor or major injury	Elimination, substitution & engineering controls were explored but not possible. Administrative: Hygiene survey feasible, O&E inspection conducted, maintenance, emergency preparedness procedure, contingency plan, awareness. PPE: Not applicable	2	B	6	Contractor	Refer to column A - Epidemiology and Infection Occupational Health & Safety risk assessment procedure 10-2020 Working Inspection form (24-180303) (102-4001)
	Falling boxes and equipment which may cause injury		Safety	Possible minor or major injury	Elimination, substitution & engineering controls were explored but not possible. Administrative: Storage facilities allocated internally to house equipment (to prevent stacked and stored equipment). Administrative: Awareness raised on good housekeeping practices. PPE: Not applicable	2	A	6	Contractor	Refer to column A - Epidemiology and Infection Occupational Health & Safety risk assessment procedure 10-2020 Working Inspection form (24-180303) (102-4001)
	Incorrect handling of material (Manual Handling device)	Possible body strain leading to musculoskeletal disorder	Safety	Possible minor or major injury	Elimination, substitution & engineering controls were explored but not possible. Administrative: Awareness raised on ergonomics, Confirmed the assessment conducted for the task. Occupational Health Risk Assessment conducted. PPE: Not applicable	2	B	6	Contractor	Refer to column A - Epidemiology and Infection Occupational Health & Safety risk assessment procedure 10-2020, 102-4001
	Parade falling from roof around the building	Parade falling on an individual and causing harm	Safety	Possible minor or major injury or fatal	Elimination, substitution controls were explored but not possible. Engineering controls: The Parades have been removed through ERM Risk Exits. PPE: Not applicable	2	A	6	Contractor	Refer to column A - Epidemiology and Infection OH&E Policy Risk assessment procedure 10-2020
	Bad driving in the complex	Possible Collision and injury to drivers, passengers or pedestrians	Safety	Possible minor or major injury	Elimination, substitution & engineering controls were explored but not possible. Administrative: Safe Drive Awareness raised continuously, incident conducted by employees and contractors, feedback observations done during vehicle safety awareness. PPE: Not applicable	2	B	6	Contractor	Refer to column A - Epidemiology and Infection OH&E Policy, 102-205 Incident Management Procedures, Occupational Health & Safety risk assessment procedure 10-2020
	Jay walking	Possible Collision and injury to drivers, passengers or pedestrians	Safety	Minor, fatality	Administrative: Awareness raised on the importance of jay walking (Part of the vehicle safety campaign, induction of employees, contractor and visitors).	3	B	8	Contractor	Refer to column A - Epidemiology and Infection OH&E Policy, 102-205, Incident Management Procedures 10-2020
	Public performances	Trespassing, Theft, Vandalism, and Injury	Safety	Possible Injury or Damage or property	1) Elimination - not possible 2) Substitution - not possible 3) Engineering - not possible 4) Administrative - in applicable - Specific employees (P&S) are any possible, those employees to an alternative role, those employees to work from home, where possible, Specific employees to take alternative roles Control training on or regular check, employees to be available, their role, for possible roles on the way to the O&E and not applicable	3	B	8	Contractor	Refer to column A - Epidemiology and Infection OH&E Policy OH&E Policy, 102-205, Incident Management Procedures 10-2020 Working Inspection form (24-180303) (102-4001)
	Skipped near the bike during unexpected heavy rain - Touch heat with By Hand	Possible flooding during heavy rains	Safety	Possible minor or major injury or fatal	Elimination, substitution & engineering controls were explored but not possible. Administrative: Implementation (Testing) and adherence to the Emergency Preparedness Plan. PPE: Not applicable	3	B	8	Contractor	Refer to column A - Epidemiology and Infection OH&E Policy Environmental Regulation for Workplaces 9.8 Emergency preparedness procedure 10-2020, 102-4001
	Working in the vicinity near the parcel delivery	Possible explosion and the which may cause injuries	Safety	Possible minor or major injury or fatal	Elimination, substitution & engineering controls were explored but not possible. Administrative: Implementation (Testing) and adherence to the Emergency Preparedness Plan, ERM Risk Assessment conducted, Fire risk assessment. PPE: Not applicable	4	B	8	Contractor	Refer to column A - Epidemiology and Infection OH&E Policy Environmental Regulation for Workplaces 9.8 (10-2020) Emergency preparedness procedure 10-2020 Occupational Health & Safety risk assessment procedure 10-2020, 102-4001





	Uncontested vehicle	Vehicle Breakdown or park follow which may lead to MVA	Safety	MVA which may lead to injury or loss including PUBE	Elimination, substitution, Engineering controls not possible Administrative: Pre- trip inspection, vehicle status, Safe vehicle safety procedure (Easton Vehicle Safety Specification 2.3.4) PPE: Not applicable	3	B	2B	8	Contractor	Refer to column A - typical and DF lines per the Assessment Procedure (S-CO), Item A-10, Procedures 21-26 (S-CO) 4501
	Road Works area not demarcated well	Accident due to roadworks not visible	Safety	MVA which may lead to injury or loss including PUBE	Elimination, substitution, Engineering controls not possible Administrative: Training, Defensive driving, Safe driver assessment/working traffic rules, Reported works in roadwork, Awareness and preparation of safe working procedure PPE: Not applicable	2	B	2B	8	Contractor	Refer to column A - typical and DF lines per the Assessment Procedure (S-CO), Sub working procedure 242 (S-CO) 4501
	Driving through a head of traffic	Block may lead hitting animals which may lead to accident/lead to injuries or property damage	Safety	Possible damage to vehicle or injury	Elimination, substitution, Engineering controls not possible Administrative: vehicle & driver safety Awareness PPE: Not applicable	2	A	2A	8	Contractor	Refer to column A - typical and DF lines per the Assessment Procedure (S-CO), S-CO 4501
	Traveling in areas where there are pockets	possible block which may lead to injuries or damage to property	Safety	Possible damage to vehicle and/or injury/fatality	Elimination, substitution, Engineering controls not possible Administrative: vehicle & driver safety Awareness, correct safety work, Sharing information or possible other action which may be taken to prevent the risk, Pre trip risk assessment conducted PPE: Not applicable	3	B	2B	8	Contractor	Refer to column A - typical and DF lines per the Assessment Procedure (S-CO), S-CO 4501
	Driving below the bridges	Loss of control of the vehicle	Safety	Possible damage to vehicle and/or injury/fatality	Elimination, substitution, Engineering controls not possible Administrative: vehicle & driver safety Awareness based on competence	4	B	4B	8	Contractor	Refer to column A - typical and DF lines per the Assessment Procedure (S-CO), S-CO 4501
Driving across low lying bridges during fast back	Possibility of being swept away	Safety	Minor or major injury, Fatality	Elimination, substitution, Engineering controls not possible Administrative: Health and Safety awareness (vehicle awareness, safe competency, awareness on no urgency of own activities and responsibilities based) PPE: Not applicable	4	C	4C	1	Contractor	Refer to column A - typical and DF lines per the Assessment Procedure (S-CO), S-CO 4501	
Trucks	Using incorrect vehicle	Vehicle rolling backwards	Safety	Minor, major injury, Fatality	Elimination, substitution, Engineering controls not possible Administrative: Correct Vehicles are identified for being Procedure for being in place, Inspections conducted on the truck before use per the used for being	3	B	3B	8	Contractor	Refer to column A - typical and DF lines per the Assessment Procedure (S-CO), MVA, S-CO 4501
	Unsafe loading practices	Incompetence in loading	Safety	Minor, major injury, Fatality	Elimination, substitution, Engineering controls not possible Administrative: Training on being provided to employees responsible for being, Owner's licence and operational permit prior to drive the use PPE: Not applicable	3	A	3A	8	Contractor	Refer to column A - typical and DF lines per the Assessment Procedure (S-CO), Sub working procedure 242 (S-CO) 4501
Trucks by the driver	Terrain related activities	h-Rightback / h-jacking by control suspects	Safety	Injury/fatality of passengers	Elimination, substitution, Engineering controls not possible Administrative: Awareness on adherence to light emergency gear associated during being PPE: Not applicable	4	B	4B	8	Contractor	Refer to column A - typical and DF lines per the Assessment Procedure (S-CO), S-CO 4501
	Bad weather or Mechanical failure	Poor weather conditions (Bad weather or Mechanical failure, Snow / Lightning / Poor visibility / Damage to the asset / h-8-9/10/11)	Safety	Injury/fatality of passengers	Elimination, substitution, Engineering controls not possible Administrative: Awareness on adherence to light emergency gear associated during being PPE: Not applicable	4	B	4B	8	Contractor	Refer to column A - typical and DF lines per the Assessment Procedure (S-CO), S-CO 4501

**Consequence criteria**

Consequence rating	Description
	<b>Health and Safety</b>
1	No injuries or health effects(near misses)
2	First-aid treatment case, and temporary discomfort case
3	Medical treatment case; occupational disease with reversible/non-permanent effect
4	Lost Time Injury. Irreversible health effects/occupational disease with permanent consequence
5	Fatality or life threatening health effects
6	Multiple fatalities

**RISK CONTROL EFFECTIVENESS GUIDE**

RCE	Guide
<b>Fully effective</b>	Nothing more to be done except review and monitor the existing controls. Controls are well designed for the risk, are largely preventive and address the root causes. Management believes that they are effective and reliable at all times. Reactive controls
<b>Mostly effective</b>	Most controls are designed correctly and are in place and effective. Some more work to be done to improve operating effectiveness or management has doubts about operational effectiveness and reliability of the controls.
<b>Mostly ineffective</b>	While the design of controls may be largely correct in that they treat most of the root causes of the risk, they are not currently operationally very effective. There may be an over-reliance on reactive controls or some of the controls do not seem correctly
<b>None</b>	Virtually no credible control. Management has no confidence that any degree of control is being achieved.

Score	Descriptor	Safety	Occupational hygiene	
			Exposure	Probability of exceeding
A	Highly unlikely	<ul style="list-style-type: none"> <li>More than a "100 year event"</li> <li>Exceptionally unlikely, even in the</li> <li>&lt; 5% probability.</li> </ul>	Rare (once a year)	No exposure (or exposure < 10% of OEL)
B	Unlikely	<ul style="list-style-type: none"> <li>Could occur in "years to decades"</li> <li>May occur but not anticipated</li> <li>≥ 5% and &lt; 20% probability.</li> </ul>	Short periods of time, a few times per day/intermittent (once in six months, three months, or	Low exposure (< 50% of OEL)
C	Possible	<ul style="list-style-type: none"> <li>Could occur within "months to years"</li> <li>May occur shortly but a distinct probability it will not, or ≥ 20% and &lt; 70% probability.</li> </ul>	Continuous for between one and two hours (often/weekly)	Moderate exposure (chronic exposure > 50% of OEL or acute exposure ≥ OEL)
D	Likely	<ul style="list-style-type: none"> <li>Could occur within "weeks to months"</li> <li>Balance of probability will occur</li> <li>≥ 70% and &lt; 90% probability.</li> </ul>	Continuous for between two and four hours (frequent/daily)	High exposure (chronic exposure > OEL, or exposure exceeding OEL-STEL)
E	Unavoidable	<ul style="list-style-type: none"> <li>Could occur within "days to weeks"</li> <li>Impact is imminent</li> <li>≥ 90% probability.</li> </ul>	Continuous for eight-hour shift	Very high exposure (chronic exposure > 2 x OEL or exposure exceeding OEL-

**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
		A	B	C	D	E
Likelihood						