

| Occupational Health and Safety Baseline risk assessment | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--------------|---|------------|--|------------------------|--|--|--|---|---|--|---|--|-------------------------|--|--|--|--|--|---|---|---|---|-----------------------|-----|-------------|--|--|
| Project/Dept: | | Transmission OHS Base Line Risk Assessment | | | | | | | | | | Next Review Date: (every 2 years) | | 31-May-24 | | Unique Identifier | 240-70044602 | | | | | | | | | | | |
| Date: | | 31-Mar-24 | | | | | | | Prepared by: | | Mathula Thulare | | Authorized By: | | Date: 18 May 2023 | | Revision: | 1 | | | | | | | | | | |
| | | | | | | | | | | | | | | | | Revision date: | 31-May-24 | | | | | | | | | | | |
| Refer to Occupational Health and Safety Risk assessment procedure 32-520 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1: List activity | | 2: Hazard Identification | | | 3: Risk Identification | | | | | | | 4: Assess & Analyse Risks | | | | | | | 4: Evaluate Risk | | | | | 5: Reduce & Eliminate | | | | |
| List activity (When applicable) | Hazard nr | Hazard Identification | Risk Nr | Associated risk (Risk identification) | Risk type | Exposed group/employees | Exposure patterns | Cause(s) of the risk | Risk Owner | Conditions/Routine/No n-routine | What are the Consequences? | Existing Controls | First determine Consequence and then the Likelihood of that Consequence. | Risk Priority Rating | Additional Controls or Tasks Aimed at improving Existing Controls | First determine Consequence and then the Likelihood of that Consequence. | Risk Priority Rating | Monitoring Mechanisms | Control Owner | Legal and Other Requirements | Initial Target Date | Revised Target Date | Current Status | | | | | |
| List specific activities to be performed taking into consideration the equipment to be used, the personnel involved in the task. | = | A hazard is anything that is likely to lead to an event that will have an adverse impact on achieving an objective. A hazard can pose more than one risk. | # | A physical event occurs or could occur in relation to the hazard | Safety or health | Who is exposed to the hazard i.e. Employees, visitors, members of the public, etc. | The frequency and duration the person/group is exposed to the hazard e.g. Daily for 3 hrs. | What causes the risk to come into effect? | Who is accountable for making sure the controls and monitors are: - In place, - implemented, - regularly reviewed for effectiveness. | Indicate Yes or No. Yes if routine and No if non-routine. These changes to conditions that could not be reasonably anticipated e.g. Emergencies | What is the expected adverse impact on the objective? | Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reductive Controls (controls implemented to reduce the immediate impact of the risk occurring) | Consequence Likelihood | | RCE Risk Control Effectiveness | Consequence Likelihood | | How we know if we are succeeding. Include comments on effectiveness. This may include i.e. measurements, inspections, supervision where necessary. | Person allocated the responsibility for implementing the agreed controls | Where relevant, list the relevant legislative and/or Eskom requirements that prescribe the control. | Once a date has been agreed to, this can not be changed | Used if, for any reason, a Target Date is revised. Use the Comments field to explain. | Pending, In Progress, Complete | | | | | |
| Vegetation Management | 1 | Pruner and Chainsaws | 1.1 | Noise Induced hearing Loss | Health | Employees, Contractors | Once/Twice a month (+-8 hrs a day) | Not wearing ear protection while using chainsaws | Grid Manager | Yes | Noise Induced Hearing Loss (NIHL) causing partial or permanent deafness leading to a medical incident or LTI | 1. Training and awareness on noise induced hearing loss. 2. Task risk assessments. 3. Toolbox talks 4. Use of hearing protection | 4 | 3 | II | F | 1. Periodic medical screening includes audiometric tests 2. Continuous servicing of equipment 3. Occupational Hygiene Surveys 3. Safe work Instructions | 4 | 3 | II | Inspection records Medical surveillance programme Supervision Planned job observations | Lines & Servitude Manager | OHS Act 85 of 1993, NIHL regulations, SANS 10083 and Eskom hearing conservation procedure, Incident Management Procedure 32-95 | Mar-21 | N/A | In progress | | |
| | | | 1.2 | Suffer eye injury | Safety | Employees, Contractors | Once/Twice a month (+-8 hrs a day) | Not wearing eye protection while using a pruner | Grid Manager | Yes | Permanent/ partial eye loss leading to a medical incident or LTI | 1. Training and awareness on the use of chain saws and pruner. 2. Task risk assessments. 3. Tool Box talks 4. Use of eye protection | 4 | 3 | II | F | 1. Routine medical screening includes eye tests 2. Safe work Instructions | 4 | 2 | III | Inspections Supervision Planned job observations | Lines & Servitude Manager | OHS Act 85 of 1993, COID act, Eskom Risk assessment procedure 32-520, Incident Management Procedure 32-95. | Mar-21 | N/A | In progress | | |
| | | | 1.3 | Inhaling petrol fumes | Health | Employees, Contractors | Once/Twice a month (+-8 hrs a day) | Not wearing respirator protection while using chainsaws and Pruner | Grid Manager | Yes | 1. Acute effects are eye, nose, throat and lung irritation, headaches, light headedness, and nausea. 2. Allergic people becomes more susceptible to what they are allergic to, inflammation of the lungs which may aggravate chronic respiratory symptoms and increase the frequency & intensity of asthma attacks. 3. Long term inhalation will contribute to | 1. Training and awareness on hazardous chemical substances. 2. Task risk assessments. 3. Tool box talks 4. Use of respiratory protective equipment | 4 | 3 | II | F | 1. Occupational hygiene medical screening includes Pulmonary function tests 2. Safe work Instructions Safe work Instructions | 4 | 2 | III | Behavioural Safety Observations, Supervision | Lines & Servitude Manager | OHS Act 85 of 1993, HCS Regulations, Incident Management Procedure 32-95. | Mar-21 | N/A | In progress | | |
| | | | 1.4 | Inhaling Dust | Health | Employees, Contractors | Once/Twice a month (+-8 hrs a day) | Not wearing breathing mask protection while using chainsaws and pruner | Grid Manager | Yes | Chest/ breathing complications temporary or permanent leading to a medical incident or LTI | 1. Training and awareness on the use of Chain saws and pruner. 2. Task risk assessments. 3. Tool box talks 4. Use of respiratory protective equipment | 4 | 3 | II | F | Periodic medical screening includes Pulmonary function tests Safe work Instructions | 4 | 2 | III | Behavioural Safety Observations, Job observation, Supervision | Lines & Servitude Manager | OHS Act 85 of 1993, HCS Regulations, Incident Management Procedure 32-95. | Mar-21 | N/A | In progress | | |
| | | | 1.5 | Minor Cuts or serious body injury | Safety | Employees, Contractors | Once/Twice a month (+-8 hrs a day) | Not wearing appropriate PPE including gloves. Not doing appropriate Risk assessments. Lack of training. | Grid Manager | Yes | Damage or a loss to a limb resulting in amputation leading to a medical incident or LTI. | 1. Training and awareness on the use of Chain saws and Pruner. 2. Task risk assessments. 3. Use of appropriate PPE. 4. Tool Box Talks | 4 | 3 | II | F | 1. Planned Job observations 2. Routine supervision 3. Safe work Instructions | 4 | 2 | III | Behavioural Safety Observations, Job observation, Supervision | Lines & Servitude Manager | OHS Act 85 of 1993, Incident Management Procedure 32-95. | Mar-21 | N/A | In progress | | |
| | | | 1.6 | Trees/branches falling causing injury whilst tree felling/ bush clearing | Safety | Employees, Contractors | Once/Twice a month (+-8 hrs a day) | Not doing proper Risk assessments. | Grid Manager | Yes | Temporary or permanent body injury. Could result in fatality. | 1. Training and awareness on the use of Chain saws. 2. Task risk assessments. 3. Tool box talks. 4. PPE | 4 | 3 | II | F | 1. Refresher training every 3 years on HRA 2. Safe work Instructions | 4 | 2 | III | Behavioural Safety Observations, Job observation, Supervision | Lines & Servitude Manager | OHS Act 85 of 1993, Eskom Risk assessment Procedure 32-520, Eskom SHEQ Policy 32-727, Incident Management Procedure 32-95. | Mar-21 | N/A | In progress | | |
| | 2 | Extreme Temperatures | 2.1 | Sun burns, heat stroke, frost bites | Health | Employees, Contractors | Once/Twice a month (+-8 hrs a day) | Not Wearing appropriate PPE including hats, sun block creams in hot weather. In cold weather not using appropriate warm jackets and clothing. Not doing proper Risk assessments. | Grid Manager | Yes | Temporary or permanent body illness | 1. Awareness on working in extreme temperatures 2. Task risk assessments. 3. Tool Box Talks 4. Use of appropriate PPE | 4 | 3 | II | F | 1. Shading of Lessons learnt from past or recent incidents 2. Continuous drinking of water 3. Safe work Instructions | 4 | 1 | IV | Job observation, Supervision Medical surveillance | Lines & Servitude Manager | OHS Act 85 of 1993, Eskom Risk assessment Procedure 32-520, Eskom SHEQ Policy 32-727, Incident Management Procedure 32-95, COID Act | Mar-21 | N/A | In progress | | |
| | 3 | Snakes, ticks, mosquitoes, bees, spiders & scorpions | 3.1 | Bitten by snakes, ticks, mosquitoes, bees, spiders & scorpions | Health | Employees, Contractors | Once/Twice a month (+-8 hrs a day) | Not wearing appropriate PPE including shin pads. Not doing appropriate Risk assessments. | Grid Manager | Yes | Bee stings, scorpion or poisonous snake bites leading to a medical incident, LTI or fatality. | 1. Training and awareness of exposure to snakes and insects. 2. Task risk assessments. 3. Tool box talks 4. Use of appropriate PPE. | 5 | 3 | II | F | 1. Continuous awareness on exposure to snakes and insects 2. First Aid Training 3. Safe work Instructions | 5 | 3 | II | Supervision Continuous risk assessment Training and awareness | Lines & Servitude Manager | OHS Act 85 of 1993, Eskom Risk assessment Procedure 32-520, Eskom SHEQ Policy 32-727, Incident Management Procedure 32-95, COID Act | Mar-21 | N/A | In progress | | |
| | 4 | Brush cutters | 4.1 | Noise Induced hearing Loss | Health | Employees, Contractors | Once a week (+-8 hrs a day) | Not wearing ear protection while using brush cutter | Grid Manager | Yes | Noise Induced Hearing Loss (NIHL) causing partial or permanent deafness leading to a medical incident or LTI | 1. Training and awareness on noise induced hearing loss. 2. Task risk assessments. 3. Tool box talks 4. Use of hearing protection | 4 | 3 | II | F | 1. Periodic medical screening includes audiometric tests 2. Continuous servicing of equipment 3. Occupational Hygiene Surveys 4. Safe work Instructions | 4 | 2 | III | Inspections, servicing, Medical surveillance programme | Lines & Servitude Manager | OHS Act 85 of 1993, NIHL regulations, SANS 10083 and Eskom hearing conservation procedure, Incident Management Procedure 32-95, COID Act | Mar-21 | N/A | In progress | | |
| | | | 4.2 | suffer eye injury | Safety | Employees, Contractors | Once a week (+-8 hrs a day) | Not wearing eye protection | Grid Manager | Yes | Permanent/ partial eye loss leading to a medical incident or LTI | 1. Training and awareness on the use of Brush Cutters. 2. Task risk assessments. 3. Tool box talks 4. Use of eye protection. | 4 | 3 | II | F | 1. Supervision 2. Planned job observations 3. Inspection of equipment 4. BSO 5. Safe work Instructions | 4 | 2 | III | Inspections, servicing, Periodical Medical screening | Lines & Servitude Manager | OHS Act 85 of 1993, COID Act, Eskom Risk assessment procedure 32-520, Incident Management Procedure 32-95. | Mar-21 | N/A | In progress | | |
| | | | 4.3 | Inhaling petrol fumes | Health | Employees, Contractors | Once a week (+-8 hrs a day) | Not wearing breathing mask protection while using brush cutters | Grid Manager | Yes | 1. Acute effects are eye, nose, throat and lung irritation, headaches, light headedness, and nausea. 2. Allergic people becomes more susceptible to what they are allergic to, inflammation of the lungs which may aggravate chronic respiratory symptoms and increase the frequency & intensity of asthma attacks. 3. Long term inhalation will contribute to mutation of cells that will lead to lung and bladder cancer. 4. Prolonged skin exposures may cause variety of skin conditions. 5. Long term exposure will cause suppression of the central nervous system | 1. Training and awareness on the use of Brush Cutters 2. Task risk assessments. 3. Tool Box Talks 4. Use of appropriate PPE 5. MSDS | 4 | 3 | II | F | 1. Continuous awareness on the use of petrol 2. Safe work Instructions | 4 | 2 | III | Behavioural Safety Observations Supervision Periodical Medical screening | Lines & Servitude Manager | OHS Act 85 of 1993, HCS Regulations, Incident Management Procedure 32-95, COID Act | Mar-21 | N/A | In progress | | |
| | | | 4.4 | Breathing of Dust | Health | Employees, Contractors | Once a week (+-8 hrs a day) | Not wearing breathing mask protection while using brush cutters | Grid Manager | Yes | Chest/ breathing complications temporary or permanent leading to a medical incident or LTI | 1. Training and awareness on the use of Chain saws and pruner. 2. Task risk assessments. 3. Tool box talks 4. Use of respiratory protective equipment | 4 | 3 | II | F | 1. Periodic medical screening includes Pulmonary function tests 2. Safe work Instructions | 4 | 2 | III | Behavioural Safety Observations, Job observation, Supervision | Lines & Servitude Manager | OHS Act 85 of 1993, HCS Regulations, Incident Management Procedure 32-95 | Mar-21 | N/A | In progress | | |
| | | | 4.5 | Minor cuts or serious body injury | Safety | Employees, Contractors | Once a week (+-8 hrs a day) | Not wearing appropriate PPE including gloves. Not doing appropriate Risk assessments. | Grid Manager | Yes | Damage or a loss to a limb resulting in amputation leading to a medical incident or LTI. | 1. Training and awareness on the use of Brush Cutters. 2. Task risk assessments. 3. Tool Box Talks 4. Use of appropriate PPE | 4 | 3 | II | F | 1. Planned Job observations 2. Routine supervision 3. Safe work Instructions | 4 | 2 | IV | Behavioural Safety Observations, Planned job observation, Supervision | Lines & Servitude Manager | OHS Act 85 of 1993, COID Act, Incident Management Procedure 32-95 | Mar-21 | N/A | In progress | | |
| | 5 | Extreme Temperatures | 5.1 | Sun burns, heat stroke, frost bites | Health | Employees, Contractors | Once/Twice a month (+-8 hrs a day) | Not Wearing appropriate PPE including hats, sun block creams in hot weather. In cold weather not using appropriate warm jackets and clothing. Not doing proper Risk assessments. | Grid Manager | Yes | Temporary or permanent body illness | 1. Awareness on working in extreme temperatures 2. Task risk assessments. 3. Tool Box Talks 5. Use of appropriate PPE | 4 | 3 | II | F | 1. Continuous awareness on working in extreme temperatures 2. Supply drinking water when working in hot weather condition | 4 | 2 | IV | Job observation, Supervision | Lines & Servitude Manager | OHS Act 85 of 1993, Environmental Regulations for workplaces, Eskom risk assessment procedure, 32-520, Incident Management Procedure 32-95. | Mar-21 | N/A | In progress | | |
| | 6 | Snakes, ticks, mosquitoes, bees, spiders & scorpions | 6.1 | Bitten by snakes, ticks, mosquitoes, bees, spiders & scorpions | Health | Employees, Contractors | Once/Twice a month (+-8 hrs a day) | Not wearing appropriate PPE including shin pads. Not doing appropriate Risk assessments. | Grid Manager | Yes | Bee stings, scorpion or poisonous snake bites leading to a medical incident, LTI or fatality. | 1. Training and awareness of exposure to snakes and insects. 2. Task risk assessments. 3. Tool Box Talks 4. Use of appropriate PPE | 5 | 3 | II | F | 1. Tool Box talks 2. Shading of lessons learnt | 5 | 3 | II | Job observation, Supervision | Lines & Servitude Manager | OHS Act 85 of 1993, COID Act, Incident Management Procedure 32-95 | Mar-21 | N/A | In progress | | |
| | 7 | Flying objects | 7.1 | Suffer eye injury | Safety | Employees, Contractors | Once/Twice a month (+-8 hrs a day) | Not wearing eye protection while using chainsaws and pruner | Grid Manager | Yes | Permanent/ partial eye loss leading to a medical incident or LTI | 1. Training and awareness on the use of Chain saws and pruner. 2. Task risk assessments. 3. Tool Box talks 4. Use of eye protection | 4 | 3 | II | F | 1. Periodic medical screening includes eye tests | 4 | 2 | IV | Inspections, servicing, medical surveillance programme | Lines & Servitude Manager | OHS Act 85 of 1993, COID act, Eskom Risk assessment procedure 32-520, Incident Management Procedure 32-95. | Mar-21 | N/A | In progress | | |
| | 8 | Wildlife animals | 8.1 | Minor or serious body injury | Safety | Employees, Contractors | Once/Twice a year (+-8 hrs a day) | Animal attacks | Grid Manager | Yes | Temporary/ Permanent body injury. Could result in fatality | 1. Consultation with farmers for the allocation of Rangers 2. Task risk assessment 3. Tool box talks | 5 | 1 | III | F | 1. Authorisation to perform work 2. Allocation of farm Rangers 3. Supervision | 5 | 1 | III | Job observation, Supervision | Lines & Servitude Manager | OHS Act 85 of 1993, COID act, Eskom Risk assessment procedure 32-520, Incident Management Procedure 32-95. | Mar-21 | N/A | In progress | | |
| Repair of tower members | 9 | Portable electrical tools | 9.1 | Noise Induced hearing Loss | Health | Employees, Contractors | Three times a year (+-8 hrs a day) | Not wearing ear protection while using grinders, drills. | Grid Manager | Yes | Noise Induced Hearing Loss (NIHL) causing partial or permanent deafness leading to a medical incident or LTI. | 1. Training and awareness of using Portable electrical tools 2. Task risk assessments and checking the portable electrical tools 3. Tool box talks 4. Use of appropriate PPE | 4 | 3 | II | F | 1. Periodic medical screening includes audiometric tests 2. Continuous servicing of equipment 3. Occupational Hygiene Surveys 4. Safe work Instructions | 4 | 2 | III | Inspections, servicing and medical surveillance programme | Lines & Servitude Manager | OHS Act 85 of 1993, Electrical Machinery Regulations, Incident Management Procedure 32-95, COID Act | Mar-21 | N/A | In progress | | |

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|---------------------------|--|--|------|--|--------|---|---|--|--------------|-----|--|---|---|---|-----|---|---|---|---|-----|--|---------------------------|---|--------|-----|-------------|
| | | | 9.2 | Suffer eye injury | Safety | Employees, Contractors | Three times a year (+8 hrs a day) | Not wearing eye and face protection while using grinders, drills, and vandal bolt machine. | Grid Manager | Yes | Permanent/ partial eye loss leading to a medical incident or LTI. | 1. Training and awareness on the use of Portable electrical tools. 2. Task risk assessments. 3. Tool box talks 4. Use of eye protection | 4 | 3 | I | F | 1. Periodical medical screening includes eye tests | 4 | 2 | III | Routine medical screening includes eye tests Safe work Instructions | Lines & Servitude Manager | OHS Act 85 of 1993, Electrical Machinery Regulations, Incident Management Procedure 32-95, COID Act | Mar-21 | N/A | In progress |
| | | | 9.3 | Minor cuts or serious body injury | Safety | Employees, Contractors | Three times a year (+8 hrs a day) | Failure to conduct a proper risk assessment. | Grid Manager | Yes | Damage or a loss of limb resulting in amputation leading to a medical incident or LTI. | 1. Training and awareness on the use of portable electrical equipment. 2. Task risk assessments. 3. Tool box talks | 4 | 3 | II | F | 1. Planned Job observations 2. Routine supervision 3. Safe work Instructions | 4 | 2 | III | Behavioural Safety Observations, Supervision | Lines & Servitude Manager | OHS Act 85 of 1993 , Electrical Machinery Regulations, Incident Management Procedure 32-95, COID Act | Mar-21 | N/A | In progress |
| | | | 9.4 | Electrical shock | Safety | Employees, Contractors | Three times a year (+8 hrs a day) | Working in wet weather conditions Be in contact with live conductors | Grid Manager | Yes | Leading to a medical incident or LTI, fatality | 1. Training and awareness on the use of portable electrical tools. 2. Task risk assessments. 3. Use of appropriate PPE. 4. Tool Box Talks 5. Safe work instruction | 5 | 2 | II | F | 1. Sharing of Lessons learnt from past or recent incidents 2. Inspections of portable electrical tools 3. BSO 4. Supervision | 5 | 1 | III | Behavioural Safety Observations, Supervision Inspections, Incident records | Lines & Servitude Manager | OHS Act 85 of 1993, Electrical Machinery Regulations, Incident Management Procedure 32-95, COID Act | Mar-21 | N/A | In progress |
| | | | 10 | Lifting of heavy equipment | | | | | | | | | | | | | | | | | | | | | | |
| | | | 10.1 | Back injuries | Safety | Employees, Contractors | Three times a year (+8 hrs a day) | 1. Incorrect lifting position 2. Use lifting equipment 3. Misjudgement of the weight | Grid Manager | Yes | Leading to a medical incident or LTI. | 1. Training and awareness on lifting methods. 2. Task risk assessments. 3. Use of appropriate PPE. 4. Tool Box Talks. | 4 | 1 | IV | F | 1. Behavioural safety observation 2. Supervision 3. Job observation 4. Sharing of lessons learnt from previous incidents | 4 | 1 | IV | Behavioural Safety Observations, Supervision | Lines & Servitude Manager | OHS Act 85 of 1993, Electrical Machinery Regulations, Incident Management Procedure 32-95, COID Act | Mar-21 | N/A | In progress |
| | | | 11 | Wild animals | | | | | | | | | | | | | | | | | | | | | | |
| | | | 11.1 | Minor or serious body injury | Safety | Employees, Contractors | Three times a year (+8 hrs a day) | Animal attacks | Grid Manager | Yes | Temporary/ Permanent body injury. Could result in fatality | 1. Consultation with the farmers for the allocation of Rangers 2. Communication with farmers before entering the sites 3. Tool box talk and task risk assessment | 5 | 1 | III | F | 1. Authorisation by the farmer to perform work 2. Allocation of Rangers from the farmer 3. Supervision | 5 | 1 | III | Job observation, Supervision | Lines & Servitude Manager | OHS Act 85 of 1993, COID act , Eskom Risk assessment procedure 32-520, Incident Management Procedure 32-95 | Mar-21 | N/A | In progress |
| | | | 12 | Working in areas with crime | | | | | | | | | | | | | | | | | | | | | | |
| | | | 12.1 | Robbery, minor or serious body injuries | Safety | Employees, Contractors | Three times a year (+8 hrs a day) | Attacked by Criminals | Grid Manager | Yes | Temporary/ Permanent body injury. Could result in fatality | 1. Awareness on criminal activities in area 2. Task risk assessment 3. Tools box talk | 5 | 3 | II | F | 1. Liaise with the local SAPS 2. Continuous crime risk awareness in the area | 5 | 3 | II | Job observation, Supervision | Lines & Servitude Manager | OHS Act 85 of 1993, COID act , Eskom Risk assessment procedure 32-520, Incident Management Procedure 32-96 | Mar-21 | N/A | In progress |
| | | | 13 | Extreme Temperatures | | | | | | | | | | | | | | | | | | | | | | |
| | | | 13.1 | Sun burns, heat stroke, frost bites | Health | Employees, Contractors | Three times a year (+8 hrs a day) | Not Wearing appropriate PPE including hats, sun block creams in hot weather. In cold weather not using appropriate warm jackets and clothing. Not doing proper Risk assessments. | Grid Manager | Yes | Temporary or permanent body injury/illness leading to a medical incident or LTI. | 1. Awareness of lower inspections/repairs in extreme weather conditions. 2. Continuous awareness on working on extreme weather conditions 3. Tool Box Talks 4. Use of appropriate PPE 5. Apply sunscreen | 4 | 3 | II | F | 1. Sharing of Lessons learnt from past or recent incidents 2. Continuous awareness on working on extreme weather conditions 3. Rest periods 4. Periodic medical screening 5. Supply of drinking water | 4 | 3 | II | Supervision and Job observations | Lines & Servitude Manager | OHS Act 85 of 1993, COID Act, Eskom Risk assessment Procedure, 32-520, Incident Management Procedure 32-95 | Mar-21 | N/A | In progress |
| | | | 14 | Adverse weather conditions (Heavy rain, hail storm, heavy winds) | | | | | | | | | | | | | | | | | | | | | | |
| | | | 14.1 | Slip and Fall from the Tower | Safety | Employees, Contractors | Three times a year (+8 hrs a day) | Tower which is wet may cause a person to slip, strong winds may cause a person to be insecure and panic | Grid manager | No | Falling may cause Major injury or fatality | 1. Procedure analysis, implementation and monitoring of working at heights and awareness raised on the procedure 2. Behavioural Safety Observation conducted to monitor unsafe acts such as climbing a tower when the weather is not conducive for work at heights | 5 | 2 | II | F | 1. Continuous awareness raised on the Work at heights procedure whenever there is a review. 2. Conducting BSO 3. Supervision 4. Planned job observations | 5 | 2 | II | Behavioural Safety Observation analysis and follow up of actions | Lines & Servitude Manager | Eskom Working at Heights Procedure, 32-418, Eskom Risk assessment Procedure, 32-520 | Mar-21 | N/A | In progress |
| | | | 15 | Snakes, ticks, mosquitoes, bees, spiders & scorpions | | | | | | | | | | | | | | | | | | | | | | |
| | | | 15.1 | Bitten by snakes, ticks, mosquitoes, bees, spiders & scorpions | Health | Employees, Contractors | Three times a year (+8 hrs a day) | Not wearing appropriate PPE including shin pads. Not doing appropriate Risk assessments. | Grid Manager | Yes | Bee stings, scorpion or poisonous snake bites leading to a medical incident, LTI or fatality. | 1. Training and awareness of exposure to snakes and insects. 2. Task risk assessments. 3. Tool Box Talks 4. Use of appropriate PPE | 5 | 3 | II | F | 1. Tool Box talks 2. Sharing of lessons learnt | 5 | 3 | II | Job observation, Supervision | Lines & Servitude Manager | OHS Act 85 of 1993, COID Act, Transmission Central Grid Emergency Preparedness Plan, 240-110602748, Incident Management Procedure 32-95 | Mar-21 | N/A | In progress |
| Application of Herbicides | | | 17 | Herbicides | | | | | | | | | | | | | | | | | | | | | | |
| | | | 17.1 | Skin contact | Health | Employees, Contractors | Once a week (+8 hrs a day) | Not wearing appropriate PPE while mixing or applying herbicides, not following manufacturers specifications on the MSDS | Grid Manager | Yes | Skin damage temporary or permanent leading to a medical incident or LTI. Could Lead to skin cancer. | 1. Awareness on safe use of herbicides 2. Correct PPE issued 3. Chemical inventory should be in place 4. MSDS's for all herbicides available 5. Task risk assessments 6. Tool Box Talks | 4 | 3 | II | F | 1. Continuous awareness on the safe use of herbicides 2. BSO 3. Supervision | 4 | 2 | III | Supervision, Behavioral safety Observations | Lines & Servitude Manager | OHS Act 85 of 1993, HCS Regulations, Incident Management Procedure 32-95, COID Act | Mar-21 | N/A | In progress |
| | | | 17.1 | Inhaling herbicide chemicals | Health | Employees, Contractors | Once a week (+8 hrs a day) | Not wearing appropriate breathing apparatus while mixing or applying herbicides | Grid Manager | Yes | Chest/ breathing complications temporary or permanent leading to a medical incident or LTI. | 1. Awareness on safe use of herbicides 2. Correct PPE issued 3. Chemical inventory should be in place 4. MSDS's for all herbicides available 5. Task risk assessments 6. Tool Box Talks 7. Use of appropriate PPE | 4 | 3 | II | F | 1. Continuous awareness on the safe use of herbicides 2. Periodic medical screening 3. BSO | 4 | 2 | III | Supervision, Behavioral safety Observations | Lines & Servitude Manager | OHS Act 85 of 1993, HCS Regulations, Incident Management Procedure 32-95, COID Act | Mar-21 | N/A | In progress |
| | | | 17.1 | Ergonomic stress of carrying back spray | Safety | Employees, Contractors | Once a week (+8 hrs a day) | By carrying heavy weight for a long time. Not taking adequate breaks | Grid Manager | Yes | Medical incident or LTI, muscular skeletal disorder | 1. Training and awareness on the use of Back sprays 2. Task risk assessments. 3. Tool box talks 4. Use of appropriate PPE | 4 | 2 | III | F | 1. Sharing of Lessons learnt from past or recent incidents 2. Continuous awareness on the correct use of back spray 3. BSO | 4 | 2 | III | Behavioural Safety Observations, Supervision | Lines & Servitude Manager | OHS Act 85 of 1993, COID Act, Incident Management Procedure 32-95 | Mar-21 | N/A | In progress |
| Line maintenance | | | 18 | Climbing of Towers | | | | | | | | | | | | | | | | | | | | | | |
| | | | 18.1 | Falling from Heights | Safety | Employees | Daily (6 - 8 hrs a day) | Not Wearing appropriate PPE including fall arrest system. Not doing proper Risk assessments. Not Hooking up at Heights. | Grid Manager | Yes | Temporary or permanent body injury leading to a medical incident or LTI or could result in fatality. | 1. Training and awareness of tower inspections. 2. Task risk assessments. 3. Use of appropriate PPE 4. Fall protection plan | 5 | 3 | II | F | 1. Sharing of Lessons learnt from past or recent incidents 2. Continuous awareness training on working at heights 3. Supervision 4. Plan job observation | 5 | 2 | II | BSO report analysis, supervision and Job observation | Lines & Servitude Manager | OHS Act 85 of 1993, COID Act, Life saving rules, Working at heights procedure, 32-418, Incident Management Procedure 32-95 | Mar-21 | N/A | In progress |
| | | | 18.2 | Electrical contact | Safety | Employees | Daily (6 - 8 hrs a day) | Not doing proper Risk assessments. Getting too close to live conductors. Not wearing correct PPE. | Grid Manager | Yes | Temporary or permanent body injury leading to a medical incident or LTI or could result in fatality. | 1. Training and awareness of tower inspections. 2. Task risk assessments. 3. Tool Box Talks. 4. Use of appropriate PPE 5. Permit to work | 5 | 3 | II | F | 1. Sharing of Lessons learnt from past or recent incidents 2. Supervision 3. Plan job observation 4. Safe working procedure 5. ORHS | 5 | 2 | II | BSO report analysis, job observations and inspection reports | Lines & Servitude Manager | OHS Act 85 of 1993, General Safety Regulations, Working at heights procedure, 32-418, Incident Management Procedure 32-95 | Mar-21 | N/A | In progress |
| | | | 19 | Working at Heights | | | | | | | | | | | | | | | | | | | | | | |
| | | | 19.1 | Falling from Heights | Safety | Employees | Daily (6 - 8 hrs a day) | Not Wearing appropriate PPE including fall arrest system. Not doing proper Risk assessments. Not Hooking up at Heights. | Grid Manager | Yes | Temporary or permanent body injury leading to a medical incident or LTI or could result in fatality. | 1. Training and awareness on induction/ Static charge and working on close proximity. 2. Task risk assessments. 3. Tool Box Talks 4. Re-Enforcing Life saving rules 5. Using appropriate PPE (Fall arrest system and rescue kit) | 5 | 3 | II | F | 1. Sharing of Lessons learnt from past or recent incidents 2. Continuous awareness on electrical contact due to induction/ Static charge | 5 | 1 | IV | BSO report analysis, verification of Inspections and training | Lines & Servitude Manager | OHS Act 85 of 1993, COID Act, Life saving rules, Working at heights procedure, 32-418, Incident Management Procedure 32-95. | Mar-21 | N/A | In progress |
| | | | 19.2 | Extreme Temperatures | Health | Employees | Once/Twice a month (+8 hrs a day) | Not Wearing appropriate PPE including hats, sun block creams in hot weather. In cold weather not using appropriate warm jackets and clothing. Not doing proper Risk assessments. | Grid Manager | Yes | Temporary or permanent body illness | 1. Awareness on working in extreme temperatures 2. Task risk assessments. 3. Tool Box Talks 5. Use of appropriate PPE | 4 | 3 | II | F | 1. Sharing of Lessons learnt from past or recent incidents 2. Continuous drinking of water 3. Safe work Instructions | 4 | 1 | IV | Job observation, Supervision Medical surveillance | Lines & Servitude Manager | OHS Act 85 of 1993, Environmental Regulations for Workplaces and COID Act, Incident Management Procedure 32-95 | Mar-21 | N/A | In progress |
| Business travelling | | | 20 | Other negligent road users | | | | | | | | | | | | | | | | | | | | | | |
| | | | 20.1 | Injury or fatality to employees or 3rd party | Safety | Employees, Members of the Public. | Daily (6 - 8 hrs a day) | Continuous risk assessment. Safe Driver awareness/Road rage, avoiding reckless drivers. Giving way irrespective of being right) | Grid Manager | Yes | Temporary or permanent body injury leading to a medical incident or LTI, could result in fatality. | 1. Driver training. 2. Pre trip inspections 3. Defensive driver training | 5 | 4 | | P | 1. Sharing of Lessons learnt from past or recent incidents 2. Continuous awareness on vehicle and driver safety | 5 | 4 | | Driver evaluations road risk assessment and Vehicle yearly inspection, sharing of lessons learnt from previous or recent incidents | Departmental manager | OHS Act 85 of 1993, COID Act, Vehicle and Driver safety procedure, 240-62946386, Incident Management Procedure 32-95 | Mar-21 | N/A | In progress |
| | | | 21 | H-jacking or theft | | | | | | | | | | | | | | | | | | | | | | |
| | | | 21.1 | Injury or fatality to employees or 3rd party | Safety | Employees, Members of the public | Daily (6 - 8 hrs a day) | Due to high risk areas, high crime in the country. | Grid Manager | Yes | Temporary or permanent body injury leading to a medical incident or LTI or could result in fatality. | 1. Driver safety awareness/campaigns 2. Defensive driver training | 5 | 4 | | P | 1. Continuous awareness raised on hi-jacking 2. Continuous risk assessment to be done and vigilance while driving. | 5 | 4 | | Driver evaluations road risk assessment and Vehicle yearly inspection, sharing of lessons learnt from previous or recent incidents | Departmental manager | OHS Act 85 of 1993, COID Act, Eskom Risk assessment procedure, 32-520, Incident Management Procedure 32-95 | Mar-21 | N/A | In progress |
| | | | 21.3 | Stress/ trauma to employee | Health | Employees, Members of the public | Daily (6 - 8 hrs a day) | Due to high risk areas, due economic climate, high crime in the country. | Grid Manager | Yes | Temporary or permanent illness | 1. Driver safety awareness/campaigns 2. Defensive driver training 3. EAP - trauma counselling | 4 | 5 | | P | 1. Sharing of Lessons learnt from past or recent incidents 2. Continuous awareness on vehicle and driver safety and anti-hijacking awareness | 4 | 4 | | Manager one on one with employees to determine the health and wellness of employees | Departmental manager | Vehicle and Driver safety management procedure, 240-62946386, Risk Management Procedure, 32-520, Incident Management Procedure 32-95 | Mar-21 | N/A | In progress |
| | | | 21.2 | Night driving | Safety | Employees, Members of the Public | Short periods of time, a few times per day / intermittent (once in 6, 3 or a month) | Limited/ Restricted vision | Grid Manager | No | Temporary or permanent body injury leading to a medical incident or LTI or could result in fatality. | 1. Driver safety awareness/campaigns 2. Defensive driver training | 5 | 3 | II | P | 1. Continuous awareness on night driving raised | 5 | 2 | II | Continuous awareness on night driving and monitor (Limited night jobs scheduled) | Departmental manager | OHS Act 85 of 1993, COID Act, Life saving rules, Incident Management Procedure 32-95 | Mar-21 | N/A | In progress |
| | | | 22 | Fatigue | | | | | | | | | | | | | | | | | | | | | | |
| | | | 22.1 | Falling asleep while driving. | Safety | Employees, Members of the Public, Contractors | | Ability to perceive and judge distance is severely impaired at night. | Grid Manager | No | MVA which may lead to injury or fatality | 1. Awareness on fatigue management | 5 | 3 | II | P | 1. Continuous awareness on fatigue management | 5 | 3 | II | Continuous awareness on fatigue management | Departmental manager | OHS Act 85 of 1993, COID Act, Vehicle and driver safety management, 240-62946386, Life saving rules, Incident Management Procedure 32-95 | Mar-21 | N/A | In progress |
| | | | 23 | Wild/stray animals | | | | | | | | | | | | | | | | | | | | | | |
| | | | 23.1 | Hitting a straying animal | Safety | Employees, Contractors | Daily (6 - 8 hrs a day) | Obscured view, Over Speeding, No Fencing along the road | Grid Manager | No | MVA which may lead to injury or fatality | 1. Defensive driving 2. Driver awareness 3. Being vigilant 4. Obeying traffic rules | 4 | 3 | II | P | 1. Continuous awareness and monitoring 2. Sharing lessons learnt from previous incidents | 4 | 3 | II | Analysis of incident statistics | Departmental manager | OHS Act 85 of 1993 , Risk assessment procedure, 32-520, Incident Management Procedure 32-95, COID Act | Mar-21 | N/A | In progress |
| | | | 24 | Travelling in areas where there are protests | | | | | | | | | | | | | | | | | | | | | | |
| | | | 24.1 | Loss of control of the vehicle | Safety | Employees, Members of the Public | Monthly | Protestors throwing stones | Grid Manager | No | Possible damage to vehicle and/or injury/fatality | 1. Driver safety awareness 2. Protesters safety alerts | 4 | 4 | | P | 1. Continuous awareness raised on listening to protests alerts when undertaking a trip and encourage the use of alternative roads | 4 | 2 | III | Create alerts on service delivery strike/ Demonstrations/ Radio alerts and awareness | Departmental manager | Eskom Risk assessment Procedure, 32-520 | Mar-21 | N/A | In progress |
| | | | 25 | Over speeding | | | | | | | | | | | | | | | | | | | | | | |
| | | | 25.1 | Collision, losing control of the vehicle, unable to stop in time | Safety | Employees, Members of the Public | Daily (6 - 8 hrs a day) | Time Pressure, excitement, Doing things in haste, driving under intoxication | Grid Manager | No | MVA which may lead to injury or fatality | 1. Driver safety awareness 2. Disciplinary measures | 4 | 4 | | P | 1. Taking necessary action, 2. Continuous awareness on over speeding | 4 | 2 | III | Driver risk profile | Departmental manager | OHS Act 85 of 1993, COID Act, Vehicle and Driver safety procedure, 240-62946386, Incident Management Procedure 32-95 | Mar-21 | N/A | In progress |
| | | | 26 | Adverse weather conditions | | | | | | | | | | | | | | | | | | | | | | |
| | | | 26.1 | Motor vehicle accident | Safety | Employees, member of the public | Seasonal | Rains, fog, mist, whirlwind, snow | Grid Manager | Yes | 1. Damage to motor vehicle 2. Temporary or permanent body injuries, Fatalities. | 1. Awareness on travelling in bad weather conditions 2. Route risk assessments | 4 | 3 | II | F | 1. Maintenance and monitoring of existing controls 2. Reinforcement of the implementation of the vehicle driver safety procedure | 4 | 2 | III | 1. Drive cams and OBC monitoring 2. Monitoring of route risk assessment 3. Monitoring of driver commitment | Departmental manager | OHS Act 85 of 1993, COID Act, Vehicle and driver safety management, 240-62946386, Risk Management Procedure 32-95, Eskom SHEQ Policy, Eskom vehicle and driver safety procedure, Eskom vehicle safety specification | Mar-21 | N/A | In progress |
| | | | 27 | Rough Terrain | | | | | | | | | | | | | | | | | | | | | | |
| | | | 27.1 | Ergonomic stress of rough terrain | Safety | Lines & servitude (Semi-skilled) | Daily (6 - 8 hrs a day) | Travelling in rough terrain | Grid Manager | Yes | Temporary or permanent illness. | 1. 4at Training 2. Tool Box Talks 3. Task risk assessments | 4 | 3 | II | F | 1. Sharing of Lessons learnt from past or recent incidents | 4 | 2 | III | Behavioural Safety Observation, Supervision | HV Plant Manager | OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95. | Mar-21 | N/A | In progress |

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|----------------------------------|-------------|--|--------------------|---|---------------------|--|--|---|--------------|---|--|--|---|----|-----|---|--|---|----|---|---|---|---|--------|-------------|-------------|
| | 28 | Night driving | 28.1 | Being involved in an accident (Collision, hitting pedestrians, hitting straying animals etc.) | Safety | Employees, Members of the Public, Contractors | Weekly (2 - 4 hrs a day) | Night Blindness | Grid Manager | No | Skin damage temporary or permanent leading to a medical incident or LTI. Could Lead to skin cancer. | 1. Risk assessment 2. Buddy system. | 5 | 3 | II | P | 1. Continuous awareness on night driving raised | 5 | 2 | II | Behavioural Safety Observation, Supervision | HV Plant Manager | OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95. | Mar-21 | N/A | In progress |
| | 29 | Destructions while driving (Cellphone) | 29.1 | Collision, losing control of the vehicle, unable to stop in time | Safety | Employees, Members of the Public, Contractors | Daily | Lack of concentration, Distraction | Grid Manager | Yes | MVA which may lead to injury or fatality | 1. Driver safety awareness/campaigns 2. Defensive driver training | 4 | 4 | | P | 1. Continuous monitoring of Drive cams 2. Taking necessary action 3. Continuous awareness on the dangers of cell use while driving | 4 | 2 | III | Monitoring Mechanisms on Drive cams | Lines & Servitude Manager | OHS Act 85 of 1993, Vehicle and Driver safety procedure, 240-62946386, Incident Management Procedure 32-95, COID Act | Mar-21 | N/A | In progress |
| | 30 | Driving while stressed/ Psychological stress | 30.1 | Collision, losing control of the vehicle, unable to stop in time | Safety | Employees, Members of the Public | Daily | Lack of concentration, Distraction | Grid Manager | Yes | MVA which may lead to injury or fatality | 1. Driver safety awareness/campaigns 2. Defensive driver training | 4 | 4 | | P | 1. Create awareness on vehicle driver safety and psychological stress | 4 | 2 | III | Pre-task Employee/ supervisor one on one discussions | Lines & Servitude Manager | OHS Act 85 of 1993, Vehicle and Driver safety procedure, 240-62946386, Incident Management Procedure 32-95, COID Act | Mar-21 | N/A | In progress |
| | | | 30.2 | Collision with an object while reversing | Safety | HV Plant & Secondary personnel | Daily | 1. Poor observation and judgement 2. Lack of concentration | Grid Manager | Yes | 1. Property damage 2. Vehicle breakdown | 1. Caution should be taken when reversing and if backround view is obstructed a passenger should be utilised to give guidance. | 1 | 3 | IV | | 1. Create awareness on vehicle driver safety and psychological stress | 1 | 3 | IV | 1. Drive cam monitoring 2. Behavioural Observation | HV Plant & Secondary HOD | - Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - 240-62196227 Eskom life saving rules procedure - 240-62946386 Vehicle | Mar-21 | N/A | In progress |
| | | | 30.3 | Non-adherence to road safety rules | Safety | HV Plant & Secondary personnel | Daily | 1. Negligence and reckless 2. Overtaking unsafely 3. Talking on cellphone while driving 4. Property damage 5. Impatience and road rage 5. Driving at excessive speed | Grid Manager | No | 1. Fatalities 2. Lost Time Injury 3. Medical Incident 4. Property damage 5. Vehicle breakdown | 1. Monitor and analyse driver behaviour on MIX Telematics System and encourage good driving 2. Drivers are limited to three people per vehicle as per TEXCO decision | 4 | 2 | III | | 1. Installation of DriveCams 2. DriveCam awareness training 3. Monitor and analyse driver behaviour on DriveCam System and encourage good driving behaviour | 4 | 1 | IV | 1. Drive cam Monitoring 2. Behavioural Observation | HV Plant & Secondary HOD | - Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - National Road Traffic Act, 1996 (Act No. 93 of 1996) | Mar-21 | N/A | In progress |
| Office Administrative activities | 31 | Electrical and network cords, Peeling floor carpets | 31.1 | trip and falls | Safety | Office occupants | Daily, 8 hours | When they are crossing around, and not in a holder or skirting, and people walks on them, Carpets peeling off up | Grid Manager | Yes | Slips, Trips and Falling | 1. Install electrical proper wiring network and points in close proximity of workstation to prevent trips and falls resulting from crossing cables 2. Provide and use skirting's or cable holders to keep cables together 3. Provide and use skirting's or cable holders to keep cables together | 2 | 3 | III | F | 1. Monthly health and safety inspections | 2 | 2 | IV | OHS inspections | Departmental manager | OHSAct, Eskom SHEQ policy 32-727,OHS Baseline Risk Assessment 32-520, COID Act | Mar-21 | N/A | In progress |
| | 32 | Hydro boils | 32.1 | Burns | Safety | Kitchen users | occasionally, +/- 6 hours | Attention distraction when a person is filling up a cup. Possibility of hot water splashing out of the hydroboil. Hot steam coming out of the breather | Grid Manager | Yes | skin injuries | 1. Make employees aware of the dangers associated with the hydro boils | 4 | 1 | IV | P | 2. Maintenance of existing control | 4 | 2 | III | 1. OHS Inspections 2. Behavioural safety Observations | Departmental manager | OHSAct, Eskom SHEQ policy 32-727,OHS Baseline Risk Assessment 32-520, COID Act, Eskom incident management procedure 32-95 | Mar-21 | N/A | In progress |
| | 33 | Computers / Screens / Office light | 33.1 | Sight deterioration | Health | All employees using computers | Daily, 8 hours | When exposing eyes to computer screens without sufficient rest, exposed to lighting of unknown intensity | Grid Manager | Yes | 1. Employees should be encouraging to reduce exposure times by taking few breaks from the computer 2. Ensure illumination surveys are conducted and report deviations. | 3 | 3 | II | P | 1. Conduct periodic visual inspections on light fittings to ensure early detection of defective lights and maintenance lamps thereof. 2. Conduct lighting survey | 3 | 2 | II | 1. Illumination surveys, OHS inspections | Departmental manager | OHSAct 85 of 1993, Eskom SHEQ policy 32-727,OHS Baseline Risk Assessment 32-520 | Mar-21 | N/A | In progress | |
| | | | 33.2 | Damage of optical nerves | Health | Employees whose computers are facing the windows | Daily, 8 hours | When glare reflecting from the windows reach the surface of computer screen | Grid Manager | Yes | The presence of glare may lead to discomfort and impairment of vision. Flickering lights can induce visual discomfort, headaches and stroboscopic effects (optical illusions) particularly in sensitive individuals. | 1. Following Standard Ergonomic standards and procedures 2. Awareness and training 3. Occupational Hygiene programme | 3 | 2 | II | I | 1. Rearrange the office sitting to prevent glare exposure. 2. Train employees on the dangers associated with glare reflection on their computer screens. | 3 | 1 | IV | BSO, OHS inspections | Departmental manager | OHSAct, Eskom SHEQ policy 32-727,OHS Baseline Risk Assessment 32-520 | Mar-21 | N/A | In progress |
| | 34 | Workstation layout, Visual Display Units and PCs | 34.1 | Ergonomics | Health | Employees working in offices | Daily, 8 hours | Workstation designs incompatible with PC, office layout causing obstructions in the event of emergency | Grid Manager | Yes | Falling and body injuries, Back, neck, eye and shoulder strain | 1. Safety inspection reports 2. BSOs 3. Monthly SHE Rep inspections are conducted 4. Ergonomics and office safety training | 3 | 3 | II | P | 1. Workstations should be designed to prevent awkward postures, sustained neck flexion or rotation, shoulder abduction or flexion, shoulder elevation, elbow flexion, wrist or finger extensions or flexion 2. Provide height adjustable chairs with good | 3 | 2 | III | Ergonomics Survey, BSO, OHS inspections | Departmental manager | OHSAct 85 OF 1993, COID Act, Eskom SHEQ policy 32-727,OHS Baseline Risk Assessment 32-520. | Mar-21 | N/A | In progress |
| | 35 | Photocopy machines and toner cartridges | 35.1 | Poor indoor air quality | Health | Employees working in offices, and visitors | Daily, 8 hours | Release of volatile organic compounds when photocopying, or open or exposed finished toner cartridges | Grid Manager | Yes | Headache, Fatigue, Shortness of breath, Sinus congestion, Cough, Sneezing, Eye, nose and throat irritation, Dizziness, and Nausea. The route of exposure to indoor air quality problems is through inhalation. | 1. Extraction systems in the office and air circulation 2. Encourage employees reacting to cleaning agents. 3. Rearrange their workstations or accommodate them such that they are not exposed 3. Ensure the ready availability of Materials | 2 | 3 | III | P | 1. Determine the possibility of placing non-photocopy machines outside office or far away from workstations to improve good indoor air quality. 2. Improve the efficiency of the ventilation extractive system. | 2 | 2 | IV | Indoor Air Quality survey | Departmental manager | OHSAct 85 OF 1993, COID Act, Eskom SHEQ policy 32-727,OHS Baseline Risk Assessment 32-520. | Mar-21 | N/A | In progress |
| | 36 | Various Cleaning Agents (Detergents) | 36.1 | Poor indoor air quality | Health | Employees, contractors and visitors | Daily, 8 hours | When the cleaning substances are used on workstations and other office surfaces, and Kitchen | Grid Manager | Yes | Severe pain in the throat, Severe pain or burning in the nose, eyes, ears, lips, or tongue, Breathing difficulty, Throat swelling, Burns, Holes (necrosis) in the skin or tissues underneath | 1. Extraction systems in the office and air circulation 2. Encourage employees reacting to cleaning agents. 3. Rearrange their workstations or accommodate them such that they are not exposed 3. Ensure the ready availability of Materials | 2 | 3 | III | N | 1. Determine the possibility of placing non-photocopy machines outside office or far away from workstations to improve good indoor air quality. 2. Improve the efficiency of the ventilation extractive system. 3. Provide and use skirting's or cable holders to keep cables together | 2 | 2 | IV | Medical surveillance, OHS inspections, | Departmental manager | OHSAct 85 of 1993, Eskom SHEQ policy 32-727 OHS Baseline Risk Assessment 32-520, COID Act | Mar-21 | N/A | In progress |
| | 3.7 | The use of Staircases | 37.1 | Possible falling | Safety | Employees, Contractors and Visitors | Daily, 8 hours | 1. Frequent use of stairs to access toilet facilities 2. Not using handrails when ascending or descending the staircases | Grid Manager | Yes | Possible Injury and Fatality | 1. Awareness raised on the use of handrails when ascending or descending stairs 2. Signage's placed next to staircases | 4 | 3 | II | F | 1. Continuous awareness raised on the safe use of staircases | 4 | 2 | III | Behavioural safety Observations, VFL | Departmental manager | OHS Act 85 of 1993, COID Act, Risk assessment procedure 32-520, | Mar-21 | N/A | In progress |
| | 38 | Poor Housekeeping | 38.1 | Possible fire and trips and falls | Safety | Employees, Contractors | Daily | Poor housekeeping, poor waste management, No proper storage area | Grid Manager | No | Possible Injury | 1. Proper Storage areas available 2. SHE Inspections conducted 3. Restricted access 4. Emergency preparedness procedure 5. Awareness | 3 | 3 | II | P | 1. Continuous awareness raised on Good housekeeping practices | 3 | 2 | III | Auditing and inspections | HV Plant Manager | OHS Act 85 of 1993, COID Act, Risk assessment procedure 32-520 | Mar-21 | N/A | In progress |
| Operating | 39 | Opening, Isolating, safety testing and earthing of primary plant equipment | 39.1 | Electrical contact | Safety | HV Plant (Artisans) | 2 to 3 times a week | Failure to do proper Risk Assessment, failure to follow slits & procedures, In appropriate PPE, Failure to observe ORHVS, non adherence to life saving rules, faulty plant | Grid Manager | Yes | Temporary or permanent body injury leading to a medical incident or LTI or could result in fatality. | 1. Training and awareness of ORHVS and operating. 2. Task risk assessments. 3. Tool box talks 4. Buddy system - brothers keeper 5. Re-enforcing of live saving rules | 6 | 3 | | P | 1. Sharing of Lessons learnt form past or recent incidents | 6 | 3 | | Behavioural Safety Observation, Supervision | HV Plant Manager | OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95. | Mar-21 | N/A | In progress |
| | | | 39.2 | Falling from Height (Inspection of GIS) | Safety | HV Plant (Artisans) | 2 to 3 times a week | Failure to do proper Risk Assessment, In appropriate PPE or no PPE, non adherence to life saving rules, Distraction, lack of skills. | Grid Manager | Yes | Temporary or permanent body injury leading to a medical incident or LTI or could result in fatality. | 1. Task risk assessments. 2. Tool box talks 3. Buddy system - brothers keeper 5. Re-enforcing of live saving rules | 5 | 3 | II | P | 1. Sharing of Lessons learnt form past or recent incidents | 5 | 2 | II | Behavioural Safety Observation, Supervision | HV Plant Manager | OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95. | Mar-21 | N/A | In progress |
| | | | 39.3 | Slips, trips & falls | Safety | HV Plant (Artisans) | 2 to 3 times a week | Failure to do proper Risk Assessment, In appropriate PPE, non adherence to life saving rules, Distraction, lack of skills. | Grid Manager | Yes | Temporary or permanent body injury leading to a medical incident or LTI. | 1. Training and awareness 2. Task risk assessments. 3. Tool Box Talks 4. Re-enforcing of live saving rules 5. Use of appropriate PPE | 4 | 3 | II | P | 1. Sharing of Lessons learnt form past or recent incidents | 3 | 3 | II | Behavioural Safety Observation, Supervision | HV Plant Manager | OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95. | Mar-21 | N/A | In progress |
| | 40 | Extreme Temperatures | 40.1 | Sun burns, heat stroke, frost bites | Health | HV Plant (Artisans) | 2 to 3 times a week | Not Wearing appropriate PPE including hats, sun block creams in hot weather. In cold weather not using appropriate warm jackets and clothing. Not doing proper Risk assessments. | Grid Manager | Yes | Temporary or permanent body injury/illness leading to a medical incident or LTI. | 1. Training and awareness 2. Task risk assessments. 3. Tool Box Talks 4. Use of appropriate PPE | 4 | 3 | II | F | 1. Sharing of Lessons learnt form past or recent incidents | 4 | 2 | III | 1. Continuous awareness on the extreme temperatures and it's effects 2. Behavioural Safety Observation 3. Supervision | HV Plant Manager | OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95. | Mar-21 | N/A | In progress |
| | 41 | Snakes, ticks, mosquitoes, bees, spiders & scorpions | 41.1 | Bitten by snakes, ticks, mosquitoes, bees, spiders & scorpions | Safety | HV Plant (Artisans) | 2 to 3 times a week | Not Wearing appropriate PPE including hats, sun block creams in hot weather. In cold weather not using appropriate warm jackets and clothing. Not doing proper Risk assessments. | Grid Manager | Yes | Bee stings, scorpion or poisonous snake bites leading to a medical incident, LTI or fatality. | 1. Training and awareness of exposure to snakes, bees, insects & scorpions. 2. Task risk assessments. 3. Tool box talks 4. Use of appropriate PPE | 5 | 3 | II | P | 1. Sharing of Lessons learnt form past or recent incidents | 5 | 3 | II | 1. Continuous awareness on the extreme temperatures and it's effects 2. Behavioural Safety Observation 3. Supervision | HV Plant Manager | OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95. | Mar-21 | N/A | In progress |
| | 42 | Lifting link stick | 42.1 | Strain back or neck | Safety | HV Plant (Artisans) | 2 to 3 times a week | Failure to do proper Risk Assessment, In appropriate PPE, non adherence to life saving rules, faulty plant equipment, Distraction, lack of skills. | Grid Manager | Yes | Temporary or permanent body injury leading to a medical incident or LTI. | 1. Training and awareness of using link sticks to apply/remove earths 2. Task risk assessments. 3. Tool Box Talks 4. Use of appropriate PPE | 4 | 3 | II | P | 1. Sharing of Lessons learnt form past or recent incidents | 4 | 2 | III | Behavioural Safety Observation, Supervision | HV Plant Manager | OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95. | Mar-21 | N/A | In progress |
| | | | 42.2 | Slips, trips & falls | Safety | HV Plant (Artisans) | 2 to 3 times a week | Failure to do proper Risk Assessment, In appropriate PPE, non adherence to life saving rules, faulty plant equipment, Distraction, lack of skills. | Grid Manager | Yes | Temporary or permanent body injury leading to a medical incident or LTI. | 1. Training and awareness of manually opening/closing links. 2. Task risk assessments. 3. Tool Box Talks 4. Use of appropriate PPE | 4 | 3 | II | P | 1. Sharing of Lessons learnt form past or recent incidents | 4 | 2 | III | Behavioural Safety Observation, Supervision | HV Plant Manager | OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95. | Mar-21 | N/A | In progress |
| | | | 42.3 | Minor or serious body injury | Safety | HV Plant (Artisans) | 2 to 3 times a week | Failure to do proper Risk Assessment, In appropriate PPE, non adherence to life saving rules, faulty plant equipment, Distraction, lack of skills. | Grid Manager | Yes | Minor or serious damage to fingers/hand leading to a medical incident or LTI. | 1. Training and awareness of manually opening/closing links. 2. Task risk assessments. 3. Tool Box Talks 4. Use of appropriate PPE | 4 | 3 | II | P | 1. Periodic medical screening tests | 4 | 2 | III | Behavioural Safety Observation, Supervision | HV Plant Manager | OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95. | Mar-21 | N/A | In progress |
| | | | 42.4 | Electrical contact | Safety | HV Plant (Artisans) | 2 to 3 times a week | Failure to do proper Risk Assessment, failure to follow slits & procedures, In appropriate PPE, Failure to observe ORHVS, non adherence to life saving rules, faulty plant | Grid Manager | Yes | Temporary or permanent body injury leading to a medical incident or LTI or could result in fatality. | 1. Training and awareness of ORHVS regulations 2. Task risk assessments. 3. Tool box talks 4. Use of appropriate PPE | 5 | 3 | II | P | 1. Sharing of Lessons learnt form past or recent incidents | 5 | 3 | II | Behavioural Safety Observation, Supervision | HV Plant Manager | OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95. | Mar-21 | N/A | In progress |
| 43 | Barricading | 43.1 | Electrical contact | Safety | HV Plant (Artisans) | 2 to 3 times a week | Failure to do proper Risk Assessment, failure to follow slits & procedures, In appropriate PPE, Failure to observe ORHVS, non adherence to life saving rules, faulty plant | Grid Manager | Yes | Temporary or permanent body injury. Could result in fatality. | 1. Training and awareness of ORHVS regulations 2. Task risk assessments. 3. Tool box talks 4. Use of appropriate PPE | 5 | 3 | II | P | 1. Sharing of Lessons learnt form past or recent incidents | 5 | 2 | II | Behavioural Safety Observation, Supervision | HV Plant Manager | OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95. | Mar-21 | N/A | In progress | |
| | | | 43.2 | Strain back or neck | Safety | HV Plant (Artisans) | 2 to 3 times a week | Inappropriate method of manually opening/closing links. Not taking adequate breaks. Leading to a medical incident or LTI. | Grid Manager | Yes | Inappropriate method of manually opening/closing links. Not taking adequate breaks. Leading to a medical incident or LTI. | 1. Training and awareness of barricading. 2. Task risk assessments. 3. Use of appropriate PPE. 4. Tool Box Talks | 4 | 3 | II | P | 1. Sharing of Lessons learnt form past or recent incidents | 4 | 2 | III | Behavioural Safety Observation, Supervision | HV Plant Manager | OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95. | Mar-21 | N/A | In progress |
| | | | 43.3 | Slips, trips & falls | Safety | HV Plant (Artisans) | 2 to 3 times a week | Failure to do proper Risk Assessment, failure to follow slits & procedures, In appropriate PPE, Failure to observe ORHVS, non adherence to life saving rules, faulty plant | Grid Manager | Yes | Temporary or permanent body injury leading to a medical incident or LTI. | 1. Training and awareness of barricading. 2. Task risk assessments. 3. Tool box talks 4. Use of appropriate PPE | 4 | 3 | II | P | 1. Sharing of Lessons learnt form past or recent incidents | 4 | 2 | III | Behavioural Safety Observation, Supervision | HV Plant Manager | OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95. | Mar-21 | N/A | In progress |
| Breaker Maintenance | 44 | SF6 gas | 44.1 | Inhalation of SF6 gas | Health | HV Plant (Artisans) | ONCE/Twice a week (+8 hrs a day) | Not wearing breathing apparatus | Grid Manager | Yes | Inhalation may cause asphylation (suffocation), eye contact may cause freezing of tissues, skin contact may cause frostbites | 1. Training and awareness of SF6 gas. 2. Task risk assessments. 3. Tool Box talks 5. Use of appropriate PPE | 4 | 3 | II | F | 1. Sharing of Lessons learnt form past or recent incidents | 4 | 2 | III | Behavioural Safety Observation, Supervision | HV Plant Manager | OHS Act 85 1993, HCS Regulations, Eskom Risk assessment Procedure, 32-520, Incident Management Procedure 32-95 | Mar-21 | N/A | In progress |
| | | | 44.2 | Gas leaks | Health | HV Plant (Artisans) | ONCE/Twice a week (+8 hrs a day) | Inadequate skills, Broken or damaged pipes/equipment | Grid Manager | Yes | Chest/ breathing complications temporary or permanent leading to a medical incident or LTI. | 1. Training and awareness of top up procedure of SF6 gas. 2. Task risk assessments. 3. Tool box talks 5. Use of appropriate PPE | 4 | 3 | II | F | 1. Sharing of Lessons learnt form past or recent incidents | 4 | 2 | III | Behavioural Safety Observation, Supervision | HV Plant Manager | OHS Act 85 1993, HCS Regulations, Eskom Risk assessment Procedure, 32-520, Incident Management Procedure 32-95 | Mar-21 | N/A | In progress |

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|---|--|----|---|------|--|---|--|---|---|--|---|---|---|-----|--|---|---|---|-----|---|---|--|----------------------------|--|---|----------------------------|--|--------|-----|-------------|
| | | | | 44.3 | Over pressuring -causing primary fault e.g. tribar fault in GIS switchgear | Safety | HV Plant (Artisans) | ONCE/Two a week (+8 hrs a day) | Inadequate skills/training | Grid Manager | Yes | Temporary or permanent body injury leading to a medical incident or LTI or could result in fatality. | 1. Training and awareness of SF6 gas. 2. Task risk assessments. 3. Tool box talks 5. Use of appropriate PPE | 5 | 3 | II | F | 1. Sharing of Lessons learnt from past or recent incidents | 5 | 2 | II | Behavioural Safety Observation, Supervision | HV Plant Manager | OHS Act 85 of 1993, HCS Regulations, Eskom Risk assessment Procedure, 32-520, Incident Management Procedure 32-95 | Mar-21 | N/A | In progress | | | |
| | | 45 | Oil (breaker/ transformer) | 45.1 | Skin contact | Safety | HV Plant (Artisans) | ONCE/Two a week (+8 hrs a day) | Not wearing appropriate safety gloves | Grid Manager | Yes | Skin damage temporary or permanent leading to a medical incident or LTI or Leading to skin cancer. | 1. Training and awareness of equipment specific including oil handling. 2. Task risk assessments. 3. Use of appropriate PPE. | 4 | 3 | II | F | 1. Sharing of Lessons learnt from past or recent incidents | 4 | 2 | II | Behavioural Safety Observation, Supervision | HV Plant Manager | OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95 | Mar-21 | N/A | In progress | | | |
| | | | | 45.2 | Exposure to PCB | Safety | HV Plant (Artisans) | ONCE/Two a week (+8 hrs a day) | Inadequate skills/training. Not warning signs/ticker of oil containing PCBs. | Grid Manager | Yes | Temporary or permanent body injury leading to a medical incident or LTI. | 1. Training and awareness of equipment specific including management of PCBs. 2. Training risk assessments. 3. Tool box talks 4. Use of appropriate PPE | 4 | 3 | II | F | 1. Breaker and transformer maintenance 2. Training 3. Environmental awareness on PCB | 4 | 2 | II | Behavioural Safety Observation, Supervision | HV Plant Manager | OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95 | Mar-21 | N/A | In progress | | | |
| Transformer Maintenance | | 46 | Silica gel /hand cleaner/ grease | 46.1 | Skin contact | Health | HV Plant (Artisans) | ONCE/Two a week (+8 hrs a day) | Inadequate skills/training | Grid Manager | Yes | Ingestion. 2. Eye irritation, defatting and irritation of the skin, prolonged exposure may cause dermatitis. 3. Swallowing may cause dizziness, gastrointestinal irritation, diarrhoea, nausea, and vomiting. | 1. Training and awareness of equipment specific including management/handling of chemicals. 2. Task risk assessments. 3. Tool box talks 5. Use of appropriate PPE | 4 | 3 | II | F | 1. Sharing of Lessons learnt from past or recent incidents | 4 | 2 | II | Behavioural Safety Observation, Supervision | HV Plant Manager | OHS Act 85 of 1993, HCS Regulations, Incident Management Procedure 32-95, Eskom Risk assessment Procedure, 32-520, Eskom SHEQ Policy, 32-727. | Mar-21 | N/A | In progress | | | |
| | | | | 46.2 | Inhalation of chemical fumes | Health | HV Plant (Artisans) | ONCE/Two a week (+8 hrs a day) | Not wearing breathing apparatus | Grid Manager | Yes | 1. Acute effects are eye, nose, throat and lung irritation, headaches, light headedness, and nausea. 2. Allergic people becomes more susceptible to what they are allergic to, inflammation of the lungs which may aggravate chronic respiratory conditions. | 1. Training and awareness of equipment specific including management/handling of chemicals. 2. Task risk assessments. 3. Tool box talks 4. Use of appropriate PPE | 4 | 3 | II | F | 1. Sharing of Lessons learnt from past or recent incidents | 4 | 2 | II | Behavioural Safety Observation, Supervision | HV Plant Manager | OHS Act 85 of 1993, HCS Regulations, Incident Management Procedure 32-95, Eskom Risk assessment Procedure, 32-520, Eskom SHEQ Policy, 32-727. | Mar-21 | N/A | In progress | | | |
| | | 47 | HV yard | 47.1 | Slips, trips & falls | Safety | HV Plant (Artisans) | ONCE/Two a week (+8 hrs a day) | Inadequate skills/training. Poor Risk Assessments | Grid Manager | Yes | Temporary or permanent body injury leading to a medical incident or LTI. | 1. Training and awareness of ORHVS regs. 2. Task risk assessments. 3. Use of appropriate PPE. 5. Tool Box Talks. | 4 | 3 | II | F | Sharing of Lessons learnt from past or recent incidents | 4 | 2 | II | Behavioural Safety Observation, Supervision | HV Plant Manager | OHS Act, Training on HV Yard Inspectors, Incident Management Procedure 32-95 | Mar-21 | N/A | In progress | | | |
| Plant Maintenance: Transformers, Reactors, Isolators, HV Breakers, Valve Tanks, Currents Transformer and Voltage Transformer, building maintenance, lighting maintenance, trench covers | | | | | 48 | Working at heights using a ladder | 48.1 | Falling from a ladder | Safety | HV / Secondary Plant personnel & Contractors | Employees - Daily Contractors - as per contract | 1. Inadequately or not secured when working at heights 2. Violation of life-saving rule: Working at Heights 3. Inadequate risk assessment 4. Inadequate inspection of | Grid Manager | Yes | 1. Fatality 2. Lost Time Injury 3. Medical Incident | 1. Vectors present on busy construction 2. Issue and inspect fall arrest equipment to trained employees. 3. Valid working at heights certificate 4. Verify if ladder is in good condition before use 5. Use of appropriate PPE | 5 | 2 | II | F | 1. Share learnings from incidents and implement recommendations if applicable. 2. Supervision 3. Observations 4. Fall protection plan | 5 | 2 | II | Inspections 2. Supervision 3. Observations | HV Plant & Secondary HOD | - Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative | Mar-21 | N/A | In progress |
| | | 49 | Working at heights using scaffolding | 49.1 | falling | Safety | Employees and Contractors | Employees - Daily Contractors - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month) | 1. Lack or inadequate inspection of equipments (defective scaffolding) 2. Ineffective PPE 3. Lack of concentration 4. Inadequate Risk assessment | Grid Manager | No | 1. Fatality 2. Lost Time Injury 3. Medical Incident | 1. Master scaffolding erection and inspection in accordance with SANS Standard. 2. All employees working on scaffolding must wear fall protection and tie onto structure or guard rail. 3. Scaffolding to be erected and inspected in accordance with SANS Standard. 4. Valid fitness for duty certificate | 5 | 1 | III | P | 1. Contractors to be inspected for compliance by the Safety Department. 2. Share learnings from incidents and implement recommendations if applicable. 3. BSO 4. Planned job observations | 5 | 1 | III | Inspections 2. Supervision 3. Observations | HV Plant & Secondary HOD | - Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative | Mar-21 | N/A | In progress | | | |
| | | 50 | Working at heights mobile working elevated platforms (MVEP) / skyjack | 50.1 | Falling from scaffolding | Safety | HV / Secondary Plant personnel & Contractors | Employees and Contractors - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month) | 1. Lack or inadequate inspection of equipments (defective scaffolding) 2. Mechanical defect or failure of MVEP / Skyjack 4. Lack of concentration (collision) | Grid Manager | No | 1. Fatality 2. Lost Time Injury 3. Medical Incident | 1. Validity of MVEP / Skyjack 2. Load test certification of MVEP / Skyjack 3. All employees working on MVEP / Skyjack must wear fall protection and tie onto guard rail. 4. Valid fitness for duty certificate | 5 | 2 | II | F | 1. Contractors to be inspected for compliance by the Safety Department. 2. Share learnings from incidents and implement recommendations if applicable. 3. BSO 4. Planned job observations | 5 | 2 | II | Observations | HV Plant & Secondary HOD | - Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative | Mar-21 | N/A | In progress | | | |
| Plant Maintenance: Transformers, Reactors, Isolators, HV Breakers, Valve Tanks, Currents Transformer and Voltage Transformer | | | | | 51 | Contact with electricity | 51.1 | Electrocution / Electric Shock | Safety | HV / Secondary Plant personnel & Contractors | Employees - Daily Contractors - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month) | 1. Violation of ORHVS 2. Exposure to live parts of the plant, equipment or machinery 3. Inadequate or inappropriate training 4. Working on or near | Grid Manager | Yes | 1. Fatalities 2. Lost Time Injury 3. Medical Incident | 1. Contractor to be inspected for compliance by the Safety Department. 2. Life saving rules 3. Life saving rules 4. Authorized person has certified and shown all team members that the apparatus is safe to work on. | 5 | 4 | | P | 1. Contractors to be inspected for compliance by the Safety Department. 2. Share learnings from incidents and implement recommendations if applicable. 3. BSO 4. Planned job observations | 5 | 4 | | 1. Supervision 2. Observations | HV Plant & Secondary HOD | - Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative | Mar-21 | N/A | In progress |
| Plant Maintenance: Building, lighting, security fence, aircons, control equipment maintenance | | | | | 52 | Contact with electricity | 52.1 | Electrocution / Electric Shock | Safety | HV / Secondary Plant personnel & Contractors | Employees - Daily Contractors - as per contract | 1. Violation of LV Regulations 2. Exposure to live parts of the equipment or machinery 3. Inadequate or inappropriate training 4. Working on or near | Grid Manager | Yes | 1. Fatalities 2. Lost Time Injury 3. Medical Incident | 1. Repetitive risk assessment to identify all risks and hazards 2. Pre-task risk assessment to identify all risks and hazards 3. Adhere to LV regulations 4. Test before touch 5. Right to refusal to perform work in unsafe environment | 5 | 4 | | P | 1. Contractors to be inspected for compliance by the Safety Department. 2. Share learnings from incidents and implement recommendations if applicable. 3. BSO 4. Planned job observations | 5 | 4 | | 1. Supervision 2. Observations | HV Plant & Secondary HOD | - Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative | Mar-21 | N/A | In progress |
| Plant Maintenance: Transformers, Reactors, HV Breakers, Currents Transformer and Voltage Transformer, Workshop, Maintenance Hall, Oil storage areas | | | | | 53 | Oil | 53.1 | Body contact and Slip, trip and fall | Health | HV / Secondary Plant personnel & Contractors | Employees - Daily Contractors - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month) | 1. Poor house keeping 2. Lack or inadequate inspection of equipments 3. Ineffective PPE 5. Inadequate Risk assessment | Grid Manager | Yes | 1. Lost Time Injury 2. Medical Incident 3. First Aid | 1. Repetitive risk assessment to identify all risks and hazards 2. Pre-task risk assessment to identify all risks and hazards 3. Adhere to LV regulations 4. Test before touch 5. Right to refusal to perform work in unsafe environment | 3 | 3 | III | P | 1. Implementation of Human Performance Tools | 3 | 2 | IV | 1. Inspections 2. Observations | HV Plant & Secondary HOD | - Occupational Health and Safety Act, Act 85 of 1993 (OHS Act) - Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 (COIDA) | Mar-21 | N/A | In progress |
| Plant Maintenance: Transformers, Reactors, Isolators, HV Breakers, Valve Tanks, Currents Transformer and Voltage Transformer, building, lighting, security fence, aircons, control equipment maintenance, weeding | | | | | 54 | Ergonomics stress | 54.1 | Body strain, back and neck injuries, muscle injuries | Health | HV / Secondary Plant personnel & Contractors | Employees - Daily Contractors - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month) | 1. Awkward body postures 2. Poor illumination 3. Visual demand which might cause eye fatigue 4. Repetitive strain while working on computers 5. Prolong Sitting 6. Unlady work space | Grid Manager | Yes | 1. Lost Time Injury 2. Medical Incident | 1. Conducted ergonomics and lighting survey 2. Tea / lunch breaks as per COS 3. House keeping | 4 | 3 | II | P | 1. Supply elevated laptop stands 2. BSO | 4 | 2 | II | 1. Safety inspections 2. Surveys | HV Plant & Secondary HOD | - Occupational Health and Safety Act, Act 85 of 1993 (OHS Act) - Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 (COIDA) - Environmental Regulations for Workplaces, 1987 | Mar-21 | N/A | In progress |
| Plant Maintenance: Transformers, Reactors, Isolators, HV Breakers, Valve Tanks, Currents Transformer and Voltage Transformer, building, lighting, security fence, aircons, control equipment maintenance, weeding | | | | | 55 | Snakes, ticks, mosquitoes, bees, spiders & scorpions | 55.1 | Bitten by snakes, ticks, mosquitoes, bees, spiders & scorpions | Health | HV / Secondary Plant personnel & Contractors | Employees - Daily Contractors - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month) | 1. Not wearing appropriate PPE 2. Not doing appropriate Risk assessments | Grid Manager | Yes | 1. Fatality 2. Medical 3. First Aid | 1. Training and awareness of exposure to snakes and insects (insects) 2. Sharing of lessons learned from previous or recent incidents | 5 | 3 | II | P | 1. Continuous awareness on snakes and insects 2. Sharing of lessons learned from previous or recent incidents | 5 | 3 | II | 1. Observation 2. Supervision | HV Plant & Secondary HOD | - Occupational Health and Safety Act, Act 85 of 1993 (OHS Act) - Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 (COIDA) | Mar-21 | N/A | In progress |
| Plant Maintenance: Transformers, Reactors, Isolators, HV Breakers, Valve Tanks, Currents Transformer and Voltage Transformer, Building Control equipment maintenance, weeding | | | | | 56 | Exposure to excessive cold and heat depending on season causing thermal stress. | 56.1 | Sun burns, heat stroke, frost bites | Health | HV / Secondary Plant personnel & Contractors | Employees - Daily Contractors - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month) | 1. Ultra-violet radiation from the sun 2. Inadequate Weather Conditions (extremely cold / hot conditions) 3. Failure of air conditioning plant 4. Not wearing proper PPE | Grid Manager | No | 1. Lost time injury 2. Medical | 1. Issue approved and appropriate PPE 2. Pre-task risk assessment to identify all risks and hazards 3. More frequent resting periods should be taken for extreme heat / cold condition 4. Continuous drinking of water when working | 3 | 3 | II | F | 1. Sharing of Lessons learnt from past or recent incidents 2. Continuous risk assessment | 3 | 3 | II | 1. BSO's 2. Supervision 3. Continuous awareness on excessive heat effects | Secondary Plant Supervisor | - Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - Internal Quality Assurance Management of the Eskom Occupational Hygiene Approved Inspection Authority | Mar-21 | N/A | In progress |
| Plant Maintenance: Transformers, Reactors, Isolators, HV Breakers, Valve Tanks, Currents Transformer and Voltage Transformer, Weeding | | | | | 57 | Slips, trips and fall | 57.1 | Falling | Safety | HV / Secondary Plant personnel & Contractors | Employees - Daily Contractors - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month) | 1. Poor house keeping 2. Lack or inadequate inspection of equipments 3. Ineffective PPE 4. Lack of concentration 5. Inadequate Risk assessment | Grid Manager | Yes | 1. Lost Time Injury 2. Medical Incident | 1. Repetitive risk assessment to identify all risks and hazards 2. Pre-task risk assessment to identify all risks and hazards 3. Adhere to LV regulations 4. Test before touch 5. Right to refusal to perform work in unsafe environment | 4 | 3 | II | F | 1. Sharing of Lessons learnt from past or recent incidents 2. Implementation of Human Performance Tools | 4 | 2 | II | 1. Inspections 2. Observation | HV Plant & Secondary HOD | - Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative | Mar-21 | N/A | In progress |
| Plant Maintenance: Transformer, Reactors, Compressor house, Workshop (Tools and machinery) | | | | | 58 | Noise | 58.1 | Noise Induced Hearing loss | Health | Eskom Employees | Employees - Daily Contractors - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month) | 1. Fluctuating and constant noise from machinery. 2. Ineffective hearing protection device. | Grid Manager | Yes | 1. Medical | 1. Repetitive risk assessment to identify all risks and hazards 2. Pre-task risk assessment to identify all risks and hazards 3. Adhere to LV regulations 4. Test before touch 5. Right to refusal to perform work in unsafe environment | 3 | 1 | IV | P | 1. Refresher training on ear protective device. 2. Periodic medical screening to be done by employees 3. Share learnings from incidents and implement recommendations if applicable. | 3 | 1 | IV | 1. Observations | HV Plant & Secondary HOD | - Occupational Health and Safety Act, Act 85 of 1993 (OHS Act) - Noise-induced Hearing Loss Regulations, 2003 - Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 (COIDA) | Mar-21 | N/A | In progress |
| HV Plant Workshop | | | | | 59 | Welding (HV Plant) | 59.1 | Arc eyes, burns, electrocution, fumes, eye injury | Safety | HV Plant personnel | Employees - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month) | 1. Working without appropriate PPE 2. Lack of training and knowledge 3. Inadequate house keeping 4. Lack of concentration 5. Using the incorrect tools for | Grid Manager | No | 1. Lost Time Injury 2. Medical Incident 3. First Aid | 1. Basic hand tool training 2. Valid fitness for duty certificate 3. PPE issued 4. Appropriate signage to indicate work in progress 5. Consideration given to environmental | 4 | 3 | II | P | 1. Inspections in the workshop 2. Welding barricading for other employees 3. Maintenance of equipment / machinery 4. Implementation of Human Performance Tools | 4 | 1 | II | 1. Inspections 2. Observation | HV Plant & Secondary HOD | - Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative | Mar-21 | N/A | In progress |
| | | 60 | Grinding, Drilling, Cutting, Assembling, Disassembling, Servicing | 60.1 | Cutting, burning, abrasive injuries | Safety | HV / Secondary Plant personnel | Employees - Daily Contractors - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month) | 1. Exposure to moving parts of equipment or machinery 2. Lack of training and knowledge 3. Inadequate house keeping 4. Using the incorrect tools for | Grid Manager | No | 1. Lost Time Injury 2. Medical Incident 3. First Aid | 1. Monthly inspections in the workshop 2. Grinding equipment supplied with guard 3. Valid fitness for duty certificate 4. PPE issued 5. Appropriate signage near equipment / machinery | 4 | 3 | II | P | 1. Monthly inspections in the workshop 2. Lock out equipment / machines for staff that are untrained to use 3. Maintenance of equipment / machinery 4. Implementation of Human Performance Tools | 4 | 1 | II | 1. Inspections 2. Observation | HV Plant HOD | - Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative | Mar-21 | N/A | In progress | | | |
| HV Plant Workshop, Stores, Maintenance Hall, Valve Cooling Enclosure | | | | | 61 | Hoisting and rigging | 61.1 | Object being lifted falls | Safety | HV Plant personnel | Employees and Contractors - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month) | 1. Not properly securing the load 2. Lack of training and knowledge 3. Inadequate house keeping 4. Lack of concentration | Grid Manager | No | 1. Fatality 2. Lost Time Injury 3. Medical Incident | 1. Training and awareness of rigging and hoisting 2. Lock out equipment / machines for staff that are untrained to use 3. Task risk assessments. 3. Tool box talks 5. Use of appropriate PPE. | 5 | 3 | II | P | 1. Monthly inspections in the workshop 2. Lock out equipment / machines for staff that are untrained to use 3. Maintenance of equipment / machinery | 5 | 3 | II | 1. Inspections 2. Observation | HV Plant HOD | - Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative | Mar-21 | N/A | In progress |
| Operating equipment (HV Plant) Test Equipment (Secondary Plant) | | | | | 62 | Operating and testing | 62.1 | Electrocution, electric shock, explosion | Safety | HV / Secondary Plant personnel | Employees - Daily Contractors - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month) | 1. Defective operating and test equipment 2. Lack of training 3. Improper use of operating and test equipment 4. Lack of concentration | Grid Manager | No | 1. Fatality 2. Lost Time Injury 3. Medical Incident | 1. Inspection of operating equipment 2. Calibration of testing equipment 3. Personnel trained in terms of ORHVS 4. Valid fitness for duty certificate 5. PPE issued | 5 | 3 | II | P | 1. Share learnings from incidents and implement recommendations if applicable. 2. BSO 3. Planned job observations | 5 | 3 | II | 1. Inspections 2. Observation | HV / Secondary Plant HOD | - Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative | Mar-21 | N/A | In progress |
| DC system maintenance | | | | | 63 | Battery bank and Charger (Secondary Plant) | 63.1 | Electrocution / shock | Safety | HV / Secondary Plant Employees | Employees - Daily Contractors - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month) | 1. Inadequate risk assessment 2. Ineffective PPE 3. Lack of concentration 4. Failure to adhere to standards, procedure and instruction | HV / Secondary Plant Employees | No | 1. Fatality 2. Lost Time Injury 3. Medical Incident | 1. PPE issued as required 2. Do not wear synthetic clothes, rags or brushes for these could get charged with static electricity and cause an explosion. 3. No metallic objects that can cause a spark or uninsulated tools near the battery terminals | 5 | 1 | III | F | 1. Share learnings from incidents and implement recommendations if applicable. 2. BSO 3. Planned job observations | 5 | 1 | III | 1. Observation | Secondary Plant Supervisor | - Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative | Mar-21 | N/A | In progress |
| | | | | 63.2 | Ergonomics stress due to repetitive strain. | Health | HV / Secondary Plant Employees | Employees - Daily Contractors - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month) | 1. Work posture due to prolonged crouching position 2. Awkward body postures 3. Poor illumination due to uneven illumination, defective lamp, deteriorated light output | HV / Secondary Plant Employees | No | 1. Lost Time Injury 2. Medical Incident | 1. Monthly safety / inspection report 2. Tea / lunch breaks as per COS | 3 | 1 | IV | F | 1. Body posture awareness to prevent repetitive strain | 3 | 1 | IV | 1. Observations | Secondary Plant Supervisor | - Occupational Health and Safety Act, Act 85 of 1993 (OHS Act) - Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 (COIDA) | Mar-21 | N/A | In progress | | | |
| | | | | 63.3 | Poor indoor air quality due to inadequate ventilation | Health | HV / Secondary Plant Employees | Employees - Daily Contractors - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month) | 1. Lack / insufficient / non operational ventilation system 2. Inadequate maintenance 3. Lack of inspection | HV / Secondary Plant Employees | No | 1. Lost time injury 2. Medical | 1. Always ensure that the ventilation system is working in order to avoid a build-up of hydrogen gases that can increase the risk of an explosion. 2. Keep the battery room doors open when working inside the room. | 3 | 1 | IV | F | 1. Share learnings from incidents and implement recommendations if applicable. 2. BSO 3. Planned job observations | 3 | 1 | IV | 1. Inspection | Secondary Plant Supervisor | - Occupational Health and Safety Act, Act 85 of 1993 (OHS Act) - Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 (COIDA) | Mar-21 | N/A | In progress | | | |
| Vegetation Management in and around substation | | | | | 64 | Brush cutter | 64.1 | Use of brush cutter may result in repetitive strain (ergonomics) / fire, explosions, hearing loss/noise. | Health | Bush clearing contractors and Eskom HV Plant employees | Once/Two a month (+8 hrs a day) | - Lack of training and knowledge - Work posture due to prolonged crouching position - Awkward body postures | HV Plant Manager | No | 1. Work related Musculo-skeletal disorder: Overuse or overexertion injuries Osteo-arthritis Degenerative joint disease Repetitive strain injuries Back injuries Medical LTI | 1. All personnel must be trained on the used and risk of the brush cutter. 2. Wearing of correct PPE 3. Conduct pre-task risk assessment and toolbox talk before work commences. 4. Be on a lookout for dangerous reptiles, and ensure that the first aid kit is readily available. 5. Emergency preparedness plan is reviewed and discussed before any work commences. | 4 | 2 | III | F | 1. Periodic medical screening includes audiometric tests 2. Continuous servicing of equipment 3. Occupational Hygiene Surveys 3. Safe work Instructions 4. Right to Refuse to Work in an unsafe condition | 4 | 2 | III | Inspections Audits Supervision Surveys | HV Plant Supervisor | - Occupational Health and Safety Act, Act 85 of 1993 (OHS Act) - Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 (COIDA) - Environmental Regulations for Workplaces, 1987 - General Safety Regulations, 1986 - General Administrative Regulations, 2003 Eskom Procedures | Mar-21 | N/A | In progress |

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| | | | 64.2 | Thermal stress (cold and heat depending on season) during vegetation management | Health | Bush clearing contractors and Eskom HV Plant employees | Once/Twice a month (+8 hrs a day) | Ultra-violet radiation from the sun, Heat rashes, Heat stroke, Heat edema, Heat exhaustion, Heat syncope, Heat cramps, Hypothermia | HV Plant Manager | No | Medical LTI | 1. Awareness on working in extreme temperatures 2. Task risk assessments. 3. Tool Box Talks 5. Use of appropriate PPE 6. Drinking enough water | 4 | 3 | II | F | 1. Sharing of Lessons learnt from past or recent incidents 2. Continuous drinking of water 3. Safe work Instructions | 4 | 1 | IV | Surveys Audit | Inspection | HV Plant Supervisor | - Occupational Health and Safety Act, Act 85 of 1993 (OHS Act) - Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 (COID) - Environmental Regulations for Workplaces, 1987 - General Safety Regulations, 1986 - General Administrative Regulations, 2003 | Mar-21 | | | |
| | | | 64.3 | Use of brush cutter may result in noise exposure | Health | Bush clearing contractors and Eskom HV Plant employees | 6 months per year | - Inadequate or lack of training on noise sources and control measures. - Ineffective hearing protection device - Fluctuating and constant noise from machinery - Inadequate maintenance and inspection | HV Plant Manager | No | Medical Incident LTI Occupational Disease | 1. Issue approved and appropriate PPE 2. Zone high noise areas in the plant by placing signage 3. Pre-task risk assessment to identify all risks and hazards 4. Medical surveillance which include hearing test 5. Share the noise survey reports with all employees 6. Periodic medical screening | 4 | 3 | II | P | 1. Refresher training on ear protective device. 2. Periodic medical screening to be done by employees 3. Share learnings from incidents and implement recommendations if applicable. | 4 | 1 | IV | Surveys Audit | Inspection | HV Plant Supervisor | - Occupational Health and Safety Act, Act 85 of 1993 (OHS Act) - Noise-induced Hearing Loss Regulations, 2003 - Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 (COID) - General Safety Regulations, 1986 - General Administrative Regulations, 2003 | Mar-21 | | | |
| | | | 64.4 | Use of brush cutter may result in inhalation of petrol fumes, stroke oil and dust | Health | Bush clearing contractors and Eskom HV Plant employees | 6 months per year | - Lack of training and knowledge - Ineffective PPE - Inadequate Risk assessment - Inadequate communication - Failure to adhere to standards, procedure and instruction - Inadequate maintenance and inspection | HV Plant Manager | No | | 1. Acute effects are eye, nose, throat and lung irritation, headaches, light headedness, and nausea. 2. Allergic people becomes more susceptible to what they are allergic to, inflammation of the lungs which may aggravate chronic respiratory symptoms and increase the frequency & intensity of asthma attacks. 3. Long term inhalation will contribute to mutation of cells that will lead to lung and bladder cancer. 4. Prolonged skin exposures may cause variety of skin conditions. 5. Long term exposure will cause suppression of | 4 | 3 | II | F | 1. Continuous awareness on the use of petrol 2. Safe work Instructions | 4 | 2 | III | Behavioural Safety Observations Supervision Periodical Medical screening | Periodical Medical screening | Lines & Servitude Manager | OHS Act 85 of 1993, HCS Regulations, Incident Management Procedure 32-95, COID Act | Mar-21 | N/A | In progress | |
| | | | 64.5 | Exposure to flying objects and debris | Safety | Bush clearing contractors and Eskom HV Plant employees | 6 months per year | - Lack of training and knowledge (area, environment, equipment) - Ineffective PPE - Lack of concentration - Inadequate Risk assessment | HV Plant Manager | No | Medical Lost time | 1. Provide employees with required Personal Protective equipment i.e. eye protection, overalls 2. Training and awareness on the use of Brush Cutters 3. Task risk assessments. 4. Tool Box Talks 5. Ensure that employees are informed about the risks and hazards associated with the task. | 4 | 1 | IV | F | 1. Periodic medical screening to be done by employees 2. Share learnings from incidents and implement recommendations if applicable. 3. Supervision | 4 | 1 | IV | Inspections | | HV Plant Supervisor | - Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative Regulations, 2003 | Mar-21 | | | |
| | | | 64.6 | Use of brush cutter may result in cuts, laceration and amputation | Safety | Bush clearing contractors and Eskom HV Plant employees | 6 months per year | - Lack of training and knowledge (area, environment, equipment) - Ineffective PPE - Lack of concentration - Inadequate Risk assessment - Inadequate communication - Not identifying correct tools, equipment, material, etc | HV Plant Manager | No | Damage or a loss to a limb resulting in amputation leading to a medical incident or LTI. | 1. Training and awareness 2. Task risk assessments. 3. Use of appropriate PPE. 4. Tool Box Talks 5. Emergency preparedness plan is reviewed and discussed before any work commences. | 5 | 2 | II | F | 1. Planned Job observations 2. Routine supervision 3. Safe work Instructions Supervision | 5 | 3 | IV | Behavioural Safety Observations, Job observation, Supervision | | Lines & Servitude Manager | OHS Act 85 of 1993, Incident Management Procedure 32-95, | Mar-21 | N/A | In progress | |
| | 65 | Tractor with Slasher | 65.1 | Lacerations and amputation | Safety | Bush clearing contractors and Eskom HV Plant employees | 6 months per year | - Lack of training and knowledge (area, environment, equipment) - Ineffective PPE - Lack of concentration - Inadequate Risk assessment - Inadequate communication - Not identifying correct tools, equipment, material, etc | HV Plant Manager | No | First Aid Incidents LTI Fatality | 1. All personnel must be trained 2. Wearing of correct PPE 3. Conduct pre-task risk assessment and toolbox talk before work commences. 4. Emergency preparedness plan is reviewed and discussed before any work commences. 5. Inspections | 5 | 2 | III | F | 1. Planned Job observations 2. Routine supervision 3. Safe work Instructions 4. Supervision | 5 | 1 | IV | Inspections Supervision | Audits | HV Plant Supervisor | - Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative Regulations, 2003 | Mar-21 | | | |
| | | | 65.2 | Dust and diesel fumes Inhalation | Health | Employees, Visitors, Contractors | 80 days per year, + 6 hours | The cutting of grass on substation sites using a tractor with slasher | HV Plant Manager | No | Breathing difficulties and lung problems | Reactive Control: 1) Continue servicing of tractor / slasher, 2) Correct PPE 3) Periodic medical screenings | 2 | 2 | IV | P | Reactive Control: 1) Continue servicing of tractor / slasher, 2) Correct PPE 3) Periodic medical screenings 4) Provide / facilitate all occupational hygiene training as recommend by subsection 3 of section E (OHSAct) | 2 | 2 | IV | Incident records | | HV Plant Manager | OHS Act (No 85 of 1993) Relevant Eskom standards and procedures | Mar-21 | | In Progress | |
| | | | 65.3 | Ergonomic strain | Health | Employees, Visitors, Contractors | 80 days per year, + 6 hours | The cutting of grass on substation sites using a tractor with slasher | HV Plant Manager | No | Occupational health impacts, muscle strains, lower back pains | Reactive Control: 1) Continue servicing of tractor / slasher, 2) Correct PPE 3) Periodic medical screenings 4) Ergonomic awareness on posture 5) Periodic breaks during activities | 3 | 2 | III | P | Reactive Control: 1) Continue servicing of tractor / slasher, 2) Correct PPE 3) Periodic medical screenings 4) Ergonomic awareness on posture 5) Periodic breaks during activities 6) Provide / facilitate all occupational hygiene training as recommend by subsection 3 of section E (OHSAct) | 3 | 2 | III | Incident records | | HV Plant Manager | OHS Act (No 85 of 1993) Relevant Eskom standards and procedures | Mar-21 | | In Progress | |
| | 66 | Scaffolding | 66.1 | Exposure to extreme cold and heat temperatures | Health | Employees, Visitors, Contractors | 80 days per year, + 6 hours | Working outdoors during grass cutting with tractor | HV Plant Manager | No | Hypothermia, heat stroke / exhaustion | 1) Risk Assessment 2) Sufficient water 3) Correct PPE | 3 | 2 | III | P | 1) Risk Assessment 2) Sufficient water 3) Correct PPE 4) Provide / facilitate all occupational hygiene training as recommend by subsection 3 of section E (OHSAct) | 3 | 2 | III | Incident records | | HV Plant Manager | OHS Act (No 85 of 1993) Relevant Eskom standards and procedures | Mar-21 | | In Progress | |
| | 67 | Skyjack | 67.1 | Working at heights using a sky-jack may result in an injury | Safety | Eskom HV Plant Employees | Once in 25 years | - Ineffective PPE - Lack of concentration - Inadequate Risk assessment - Inadequate communication - Failure to adhere to standards, procedure and instruction - Lack of training on operating the man-lift | HV Plant Manager | No | Fatalities Lost Time Injury Medical Incident | 1. The man-lift is load tested annually and inspected 3 monthly by a competent person and inspected before use. 2. Man-lift is operated by trained / competent personnel. 3. Tools, equipment and PPE i.e. full body harness, overalls, safety shoes, hard hats, eye protection, etc to be checked for damage before use. 4. Correct PPE used 5. Emergency preparedness plan is reviewed and discussed before any work commences 6. Job observation when doing critical task and SMAT (Behavioural) Observations. 7. A full body harness shall be worn and a lanyard attached to the boom or basket when working from a man-lift. | 5 | 2 | III | F | 1. Planned Job observations 2. Routine supervision 3. Safe work Instructions 4. Supervision 5. BSO 6. Inspections 7. Periodic medical screenings | 5 | 1 | IV | Inspections Audits | | HV Plant Supervisor | - Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative Regulations, 2003 - Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 | Mar-21 | | | |
| | 68 | Primary Injection Test Set (M4000) | 68.1 | Electrocution | Safety | Eskom HV Plant Employees | Daily 4 hrs | 1. Defective operating and test equipment 2. Lack of training 3. Improper use of operating and test equipment 4. Lack of concentration 5. Inadequate communication 8. Inadequate communication | Grid Manager | No | 1. Fatality 2. Lost Time Injury 3. Medical Incident | 1. Inspection of equipment 2. Calibration of testing equipment 3. Personnel trained in terms of OHVHS 4. Valid fitness for duty certificate 5. PPE issued 6. Training and awareness | 5 | 3 | II | P | 1. Share learnings from incidents and implement recommendations if applicable. 2. BSO 3. Planned job observations 4. Operational instruction manual | 5 | 1 | III | 1. Inspections 2. Observation | | HV / Secondary Plant HOD | - Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative Regulations, 2003 - Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 | Mar-21 | N/A | In progress | |
| Public Safety | 69 | Overhead HV Lines | 69.1 | Veld Fires | Safety | Public | Daily for 8 hrs. | Lightning faults igniting veld Trees bridging safe clearances | Grid Manager | No | Loss of live stock Damage to public property Loss of agriculture | 1. Servitude maintenance every 3 years | 4 | 2 | III | F | 1. Maintain existing controls | 4 | 2 | III | Servitude inspection reports Servitude maintenance reports | | HOD | Line Maintenance procedures OHS Act | Mar-21 | N/A | In progress | |
| | 70 | People | 70.1 | Rural Settlements | Safety | Public | Daily for 8 hrs. | Rural cominity expansion underneath lines Illegal dumping under lines Step Potential and touch potential due to poor earthing of illegal (public fencing) structures | Grid Manager | No | Public Fatality Electrical shock (magnetic induction) | 1. Public awareness 2. Safety signs 3. Line Inspections 4. Anti-climbing devices | 5 | 2 | II | P | 1. Public Ralations communication | 5 | 3 | II | Servitude inspection reports Servitude maintenance reports Safety Awareness | | HOD | Line Maintenance procedures OHS Act | Mar-21 | N/A | In progress | |
| | 71 | HV Towers | 71.1 | Tower collapse | Safety | Public | Daily for 8 hrs. | Soil erosion Cross member theft Vandalism of Eskom Lines Adverse weather conditions | Grid Manager | No | Weakening of structural integrity of towers Towers could collapse over and in public infrastructures Interruption of power supply | 1. Line inspections 2. Public Awareness | 5 | 2 | II | F | 1. Tower maintenance team 2. Anti-vandalism bolts installed for all critical areas | 5 | 1 | III | Line inspection reports Line maintenance reports Public Safety Awareness | | Lines and Servitude Manager | Line Maintenance procedures OHS Act | Mar-21 | N/A | In progress | |
| Working in HV Yard and building maintenance | 73 | Asbestos containing material | 73.1 | Inhalation of Asbestos fibres | Health | Eskom Employees Contractors | Rare (Once a year) | refurbishment / maintenance work | Grid Manager | No | Occupational Disease Asbestosis, Mesothelioma, lung cancer | 1. Asbestos Inventory 2. Asbestos phase out plans 3. Risk assessments 4. Training 5. Maintenance of Asbestos 6. Signage outside the substation 7. All equipments containing Asbestos has been labelled | 4 | 1 | IV | P | 1. Periodic Medicals 2. Awareness training 3. Contractor evaluations and induction 4. OHS Surveys 5. PPE 6. Procedures | 4 | 1 | IV | Supervision, phase out plan, Notification to dept of labour as Asbestos work | | Grid Manager | OHS Act 85 of 1993, Asbestos Regulations 32-303 procedure on Requirements for safe processing, handling, storing, disposal and phase-out of asbestos and asbestos containing material. | Mar-24 | | In progress | |

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|--|----|--|------|---|--------|--|---------------------------|--|---------------------|-----|--|---|--|---|-----|----|--|---|---|-----|--|---|--|---|--------|-------------|-------------|
| Physical Security | 74 | People | 74.1 | Criminal activities | Safety | Eskom Employees Contractors | Daily for 24 hrs. | Property theft Vandalism Intrusion | Grid Manager | No | Fatalities Lost Time Injury treatment case | First-aid Property damage | 1. Zero Control 2. Anti-climb devices 3. Anti-vandalism bolts 4. Substation security fences 5. Substation perimeter lighting 6. Substation security systems 7. 24 hour physical substation guarding 8. Access monitoring and restriction of | 5 | 3 | II | P | 1. Regular PSIRA compliance monitoring 2. Security Awareness 3. Guard Track monitoring system | 5 | 2 | II | PSIRA Inspections Eskom Security Officer Site Visits PROVJOC Meetings | Grid Manager | PSIRA Security Operating Procedures | Mar-21 | N/A | In progress |
| Fire safety in the server room | 75 | Fire suppression system | 75.1 | Rupturing of the cylinders with escape of the gas. | Safety | Employees, contractors, visitors | Daily for 24 hrs. | Power supply of fire suppression system is not working | Grid Manager | No | Uncontrolled release of compressed gas may cause physical injuries which may result in: First Aid Medical Lost time injury Fatality | 1. Cylinders are not exposed to excessive temperatures i.e heat. 2. Awareness to be done 3. MSDS 4. Inspection and servicing of equipment 5. Keep containers tightly closed in a cool, well ventilated place. | 5 | 1 | III | P | 1. Monthly health & safety inspections 2. Periodic medical screenings 3. Continuous awareness to employees and contractors | 5 | 1 | III | Inspections Internal Audits | Grid Manager | OHS Act (No 85 of 1993) Relevant Eskom standards and procedures | Mar-21 | N/A | In progress | |
| Power and Hydraulic | 76 | Hand injuries | 76.1 | Items being ejected from the crimper | Safety | Eskom Employees, Contractors | Rare (Once a year) | Incompetence to operate the hydraulic | HV Plant Manager | No | Fatalities | 1. Task risk assessments and inspecting hoses before using crimper. 2. Tool box talks. 4. Use of appropriate PPE. 4. Ensure the hydraulic crimper is operated and maintained in accordance with the | 5 | 2 | II | P | 1. Planned Job observations 2. Routine supervision 3. Safe work Instructions 4. Supervision 5. BSO 6. Inspections | 5 | 2 | II | Supervision and Job observations | Departmental Managers | OHS Act 85 of 1993, Eskom | Mar-21 | N/A | In progress | |
| | | Body injuries | 76.2 | Hydraulic failure | Safety | Eskom Employees, Contractors | Rare (Once a year) | Excessive pressure build-up | HV Plant Manager | No | Fatalities | 1. Task risk assessments and inspecting hoses before using crimper. 2. Tool box talks. 4. Use of appropriate PPE. 4. Ensure the hydraulic crimper is operated and maintained in accordance with the | 5 | 2 | II | P | 1. Planned Job observations 2. Routine supervision 3. Safe work Instructions 4. Supervision 5. BSO 6. Inspections | 5 | 2 | II | Supervision and Job observations | Departmental Managers | OHS Act 85 of 1993, Eskom | Mar-21 | N/A | In progress | |
| EMF (Electromagnetic field) | 77 | People | 77.1 | Exposure to EMF | Health | Eskom Employees, Contractors | Daily for 8 hrs. | Minimise the duration of exposure | HV Plant Manager | No | Occupational Disease cancer, brain tumor | 1. Training on ORH/VS 2. Training on equipotential zone 4. Pre-task risk assessment 4. Tool box talks 5. Use correct PPE | 1 | 1 | IV | P | 1. Planned job observations 2. Routine supervision 3. Safe work Instructions 4. Supervision 5. BSO 6. Periodic medical screening | 1 | 1 | IV | Inspection records Medical surveillance programme Supervision Planned job observations | Departmental Managers | OHS Act 85 of 1993, Eskom | Mar-21 | N/A | In progress | |
| General activities | 78 | Use of hazardous chemical substances | 78.1 | Procedure not followed | Safety | Employees, Visitors, Contractors | Daily for 8 hrs. | Incorrect PPE used.First aid facilities unavailable.MSDS not on site | HV Plant Manager | Yes | Occupational. Health conditions. Headaches | 1. Task specific risk assessments 2. PPE and Awareness 3. MSDS compliance 4. Adherence to storage procedure | 3 | 2 | III | P | 1. Planned job observations 2. Routine supervision 3. Safe work Instructions 4. Supervision 5. BSO 6. Risk assessment | 3 | 2 | III | Medical surveillance programme Supervision Job observations | Departmental Manager | OHS Act 85 of 1993, Eskom Risk assessment Procedure, 32-520, Eskom SHEQ Policy 32-727, MSDS | Mar-21 | N/A | In progress | |
| | | | 78.2 | Employee passes out due to inhalation of chemical | Safety | Employees, Visitors, Contractors | Daily for 8 hrs. | Incorrect PPE used.MSDS not on site. Overexposure to chemicals | HV Plant Manager | Yes | Occupational. Health conditions. Headaches | 1. Task specific risk assessments 2. PPE and Awareness 3. MSDS compliance 4. Adherence to storage procedure. | 3 | 2 | III | P | 1. Planned job observations 2. Routine supervision 3. Safe work Instructions 4. Supervision 5. BSO 6. Risk assessment | 3 | 2 | III | Inspection records Medical surveillance programme Supervision Planned job observations | Departmental Manager | OHS Act 85 of 1993, Eskom Risk assessment Procedure, 32-520, Eskom SHEQ Policy 32-727, MSDS | Mar-21 | N/A | In progress | |
| Public unrest | 79 | Actions and conditions leading to riots and protesting | 79.1 | Theft, Vandalism, and Injury | Safety | Employees, contractors | Rare (Once a year) | Exposure to hostile people | Responsible Manager | No | Possible injury, Damage to property and or fatalities | 1. Sensetise employees if there are any protests | 5 | 1 | III | F | Preventative Controls: 1. Monitor existing controls Reactive Controls: 2. Accident reporting and investigation | 5 | 1 | III | Monitor Protesting Incidents | Departmental Manager | Occupational Health and Safety Act, Act 85 of 1993 (OHS Act) | 2021/03/31 | N/A | In progress | |
| Bullying and Harassment | 80 | Actions and conditions leading to bullying and Harassment | 80.1 | Psychological and sociological | Health | Employees, contractors | Rare (Once a year) | Exposure to hostile people | Responsible Manager | No | Medical treatment case; occupational disease with reversible/non-permanent effect | 1. Awareness and communication | 3 | 3 | II | P | Preventative Controls: 1. Monitor existing controls Reactive Controls: 2. Reporting and investigation of incidents | 2 | 1 | IV | Monitoring | Departmental Managers | Occupational Health and Safety Act, Act 85 of 1993 (OHS Act) | 2021/03/31 | N/A | In progress | |
| Coronavirus COVID-19 | 81 | Coronavirus is a large family of viruses that cause illness ranging from the common cold to more severe diseases like pneumonia, MERS and SARS | 81.1 | Transmission or sneezes from infected persons or touching contaminated objects | Health | Employees, contractors, visitors, public | Continuous (8 hour shift) | The virus is transmitted through coughing, sneezing, exhaling with open mouth and touching an infected person or contaminated surfaces | Responsible Manager | No | Severe symptoms include: - High fever (100.4°F or higher) - Pneumonia - Kidney failure - Death | 1. Avoid overcrowded spaces – the risk on contracting infection is high 2. Observe safe social distances at all times 3. Avoid contact with sick animals – if you pet is sick, make sure to use a mask 4. Frequent washing of hands with soap and water 5. Good food-safety hygiene 6. Practicing cough etiquette (cough using tissues or in your elbow) 7. Seek medical care early 8. Correct disposal of tissues and masks | 5 | 4 | I | P | 1. Provide awareness and adequate communication 2. Provide hand sanitisers 3. Temporary suspension of the biometric and pin verification 4. Appropriate PPE is worn | 5 | 4 | I | Medical Surveillance Monitoring Observations | Departmental Managers | World Health Organisations CoE-Health and Wellness Department at Eskom Department of Health National Institute of Communicable Diseases | 2021/03/31 | N/A | In progress | |
| Western Grid Nuclear Grid_Koeberg Nuclear Power Station | 82 | Nuclear accident and uncontrolled release of radiation can cause death and illness ranging from cancer to severe birth defects and other serious health defects as a result radiation exposure | 82.1 | Nuclear accident due to nuclear reactor failure, uncontrolled release radiation | Health | Employees, contractors, visitors, public | Continuous (8 hour shift) | Inadequate maintenance of nuclear reactors | Responsible Manager | No | Occupational Diseases, Cancer, severe adverse health effects, death | 1. Nuclear Training 2. Koeberg Nuclear Power Station Disaster Management 3. Personal Protective Equipment to protect against radiation exposure 4. Nuclear Emergency Preparedness Training 5. Emergency protocols to manage radiation exposure | 5 | 4 | I | P | Preventative Controls: 1. Monitor existing controls Reactive Controls: 2. Emergency Preparedness & Disaster Management | 5 | 4 | I | Continuous Integrated Risk Management Monitoring radiation in and outside Nuclear Power Station Medical Surveillance | Departmental Managers | World Association of Nuclear Operators (WANO) Guidelines, Disaster Management Act, National Environmental Management Act, Occupational Health and Safety Act | 2021/03/31 | N/A | In progress | |

Risk

| Independent Verification <small>(i.e. Confirmation that the objectives have been met)</small> | | Comments |
|--|----------|---|
| Date Done: | By whom: | |
| | | 1. Refresher training to be done on NPH 2. Risk assessments done 3. Toolbox talks are done 4. PPE issued |
| | | 1. Awareness was done 2. Risk assessments done 3. Toolbox talks done 4. PPE issued |
| | | 1. Awareness was done 2. Risk assessments done 3. Toolbox talks done 4. PPE issued |
| | | 1. Awareness was done 2. Risk assessments done 3. Toolbox talks done 4. PPE issued |
| | | 1. Awareness was done 2. Risk assessments done 3. PPE issued 4. Toolbox talks done 5. Safe work instructions at site where equipment is kept |
| | | 1. Awareness was done 2. Risk assessments done 3. Toolbox talks done 4. PPE issued |
| | | 1. Training to be done arranged 2. Risk assessments done 3. Toolbox talks are done 4. PPE issued 5. Fitness for duty certificates in place |
| | | 1. Awareness was done 2. Risk assessments done 3. Toolbox talks done 4. Posters and a booklet was issued to each site 5. First aid training done (Level 1&2) |
| | | 1. Awareness training was done in 2015 2. Equipment serviced 3. Noise surveys to be conducted 4. Safe work instructions on site |
| | | 1. Supervision done 2. Planned job observations in place 3. Inspection of equipment done 4. BSO done 5. Safe work instructions on site where equipment is kept |
| | | 1. Awareness training was done 2. Planned job observations in place 3. Inspection of equipment done 4. BSO done 5. Safe work instructions on site where equipment is kept |
| | | 1. Awareness training was done 2. Fitness for duty certificates in place 3. Safe work instructions on site where equipment is kept 4. PPE issued |
| | | 1. Staff trained on First Aid Level 1 & 2 2. All controls are implemented but will require continuous monitoring, review and improvement. |
| | | 1. Awareness to be arranged 2. All controls are implemented but will require continuous monitoring, review and improvement. |
| | | 1. Training and awareness done. Posters were distributed and booklets were issued to each staff member. 2. Task risk assessments are done 3. Sharing of lessons learnt from |
| | | 1. Ensure periodic medical screenings are done timeously |
| | | 1. Communication between farmers and line staff are happening 2. Farmers do arrange rangers, on game farms, to accompany employees |
| | | 1. Fitness for duty certificates are in place 2. Continuous servicing of equipment 3. Noise surveys to be conducted 4. PPE issued |

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| | | All controls are implemented but will require continuous monitoring, review and improvement. |
| | | All controls are implemented but will require continuous monitoring, review and improvement. |
| | | 1. Sharing of lessons learnt from past or recent incidents to be continuous 2. Inspections of portable electrical tools 3. BSO done |
| | | 1. Refresher training to be arranged 2. Risks assessments done 3. PPE issued |
| | | 1. Communication between farmers and line staff are happening 2. Farmers do arrange rangers, on game farms, to accompany employees |
| | | Awareness and updates are shared via the whatsapp group for the Grid employees |
| | | 1. Awareness to be arranged 2. All controls are implemented but will require continuous monitoring, review and improvement. 3. Fitness for duty certificates in place and up to date |
| | | at heights procedure whenever there is a review. 2. BSO's are done 3. Fall protection systems are in place and issued |
| | | 1. Training and awareness done. Posters were distributed and booklets were issued to each staff member 2. Task risk assessments are done 3. Sharing of lessons learnt from incidents to be continuous |
| | | 1. Awareness was done 2. PPE issued 3. Chemical inventory should be in place 4. MSDS's available |
| | | 1. Awareness was done 2. PPE issued 3. Fitness for duty certificates in place and up to date 4. MSDS's available |
| | | All controls are implemented but will require continuous monitoring, review and improvement. |
| | | 1. Sharing of lessons learnt from past or recent incidents 2. Awareness training was done 3. FAS was issued to staff |
| | | 1. Sharing of Lessons learnt from past or recent incidents 2. Safe working procedure in place 3. Plan job observation are done 4. ORNG training are done |
| | | 1. Refresher training and awareness on induction/ Static charge and working on close proximity to be done 2. Task risk assessments are done 3. Acknowledge forms for life-saving rules has been signed 4. FAS was issued to staff |
| | | 1. Training to be done arranged 2. Risks assessments done 3. Toolbox talks are done 4. PPE issued 5. Fitness for duty certificates in place |
| | | 1. Sharing of Lessons learnt from past or recent incidents 2. Continuous awareness on vehicle and driver safety 3. Pre-trip inspections are done |
| | | 1. Sharing of lessons learnt from past or recent incidents 2. Continuous awareness on vehicle and driver safety 3. Awareness and updates are shared via the whatsapp group for employees |
| | | Employees must be referred to EAP |
| | | Continuous awareness on night driving to be done |
| | | Continuous awareness on fatigue management |
| | | 1. Sharing lessons learnt from previous incidents 2. Sensitize employees to be vigilant and be aware of their surroundings |
| | | 1. Awareness and updates are shared via the whatsapp group for the Grid employees 2. Safety campaigns to be rolled out during Nov/Dec 2017 and March 2018 |
| | | 1. Download and analysis of VMD's 2. Vehicle driver safety awareness to be done on a continuous basis |
| | | 1. Awareness on vehicle driver safety procedure was done in September 2017 2. Route risk assessments are done |
| | | All controls are implemented but will require continuous monitoring, review and improvement. |

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| | | Continuous awareness on night driving raised |
| | | 1. Awareness on the dangers of cell use while driving was done 2. Training to be done on drive cams and the analysis of the data |
| | | 1. Employees to be referred to EAP 2. All controls are implemented but will require continuous monitoring, review and improvement. |
| | | 1. Awareness on vehicle driver safety was done in September 2017 2. BSO's done |
| | | 1. Installation of Drivecams are done 2. DriveCam awareness training to be rolled out 3. Ensure to monitor and analyse driver behaviour on DriveCam and |
| | | 1. Ergonomics awareness was done. Posters was distributed to employees 2. Ergonomic surveys was done, report is out |
| | | Controls is implemented but will require continuous monitoring, review and improvement. |
| | | 1. Surveys was done 2. H&S rep inspections done |
| | | 1. Awareness and training to be done 2. BSO done |
| | | 1. Ergonomics awareness done and posters distributed 2. Ergonomic surveys was done 3. Plan to be developed and executed for the additional controls |
| | | 1. Waste disposal training is scheduled by the Environmental Department |
| | | 1. Awareness training was done, refresher to be arranged 2. Fitness for duty certificates are in place and valid |
| | | 1. Awareness was raised on the use of handrails when ascending or descending stairs 2. Signage to be palced next to staircase |
| | | 1. Awareness to be arranged on good housekeeping |
| | | 1. Sharing of Lessons learnt form past or recent incidents 2. Training are done and operators are authorised |
| | | 1. Sharing of Lessons learnt form past or recent incidents 2. Training are done and operators are authorised |
| | | 1. Sharing of Lessons learnt form past or recent incidents 2. Risk assessment are done |
| | | 1. Awareness to be arranged 2. All controls are implemented but will require continuous monitoring, review and improvement. 3. Fitness for duty certificates in place and up to date |
| | | 1. Training and awareness done. Posters were distributed and booklets were issued to each staff member 2. Task risk assessments are done 3. Sharing of lessons learnt from |
| | | 1. Training and awareness are done 2. Task risk assessments done 3. PPE are issued |
| | | 1. Continuous sharing of lessons learnt form past or recent incidents |
| | | 1. Fitness for duty certificates are in place 2. All controls are implemented but will require continuous monitoring, review and improvement. |
| | | All controls are implemented but will require continuous monitoring, review and improvement. |
| | | 1. Sharing of lessons learnt form past or recent incidents to be continuous 2. ORHVS training is done 3. BSO done |
| | | 1. Sharing of lessons learnt form past or recent incidents to be continuous |
| | | 1. Sharing of lessons learnt form past or recent incidents to be continuous |
| | | 1. Refresher training to be arranged 2. All controls are implemented but will require continuous monitoring, review and improvement. |
| | | 1. Sharing of lessons learnt form past or recent incidents to be continuous |

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| | | 1. Sharing of lessons learnt from past or recent incidents to be continuous |
| | | 1. Refresher training to be arranged 2. All controls are implemented but will require continuous monitoring, review and improvement. |
| | | 1. Training done 2. All controls are implemented but will require continuous monitoring, review and improvement. |
| | | 1. Sharing of lessons learnt from past or recent incidents to be continuous 2. Fitness for duty certificates in place and valid |
| | | 1. Sharing of lessons learnt from past or recent incidents to be continuous 2. PPE issued |
| | | 1. Sharing of lessons learnt from past or recent incidents to be continuous |
| | | 1. Sharing of lessons learnt from past or recent incidents to be continuous 2. Fitness for duty certificates valid and available 3. Training was done on ladders and scaffolding 4. Scaffolding erections are inspected 5. FAS issued to employees working 6. Valid fitness for duty certificate in place and available 7. Valid working at heights training |
| | | All controls is implemented but will require continuous monitoring, review and improvement |
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| | | All controls are implemented but will require continuous monitoring, review and improvement. |
| | | 1. Safety training inspections are carried out 2. Valid fitness for duty certificates and are available 3. PPE issued 4. Risk assessment training are carried out |
| | | 1. Surveys were conducted and reports are available 2. To supply elevated laptop stands to employees |
| | | 1. Training and awareness done. Posters were distributed and booklets were issued to each staff member 2. Task risk assessments are done 3. Sharing of lessons learnt from incidents |
| | | 1. Awareness to be arranged 2. All controls are implemented but will require continuous monitoring, review and improvement. 3. Fitness for duty certificates in place and up to date |
| | | 1. Sharing of lessons learnt from past or recent incidents 2. Valid fitness for duty certificates and are available 3. Right to refusal to perform work procedure in unsafe environment is implemented |
| | | 1. Periodic medical screening to be done and include hearing test 2. Share the noise survey reports with all employees |
| | | All controls are implemented but will require continuous monitoring, review and improvement. |
| | | 1. Noise surveys to be conducted |
| | | All controls are implemented but will require continuous monitoring, review and improvement. |
| | | 1. Inspections done 2. Planned job observations done 3. Share learnings from incidents and implement recommendations if applicable |
| | | 1. Inspections done 2. Planned job observations done 3. Share learnings from incidents and implement recommendations if applicable |
| | | 1. Surveys were conducted and reports are available 2. Ergonomics training done |
| | | 1. Share learnings from incidents and implement recommendations if applicable. 2. BDO 3. Planned job observations |
| | | 1. Sharing of lessons learnt from past or recent incidents to be continuous |

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| | | 1. Sharing of lessons learnt from past or recent incidents to be continuous 2. PPE issued |
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| | | 1. Awareness training was done 2. Planned job observations in place 3. Inspection of equipment done 4. BSO done 5. Safe work instructions on site where equipment is kept |
| | | 1. Medical fitness certificates in place 2. Planned job observations in place 3. Inspection of equipment done 4. BSO done |
| | | 1. Awareness was done 2. Risk assessments done 3. PPE issued 4. Toolbox talks done 5. Safe work instructions at site where equipment is kept |
| | | 1. Awareness was done 2. Risk assessments done 3. PPE issued 4. Toolbox talks done 5. Safe work instructions at site where equipment is kept |
| | | 1. Individual periodic medical screening validity is tracked monthly. 2. Our tractors are being serviced as manufacturer's requirements. 3. Use of correct PPE enforced and behavioural job observations are done monthly |
| | | 1. Individual periodic medical screening validity is tracked monthly. 2. Our tractors are being serviced as manufacturer's requirements. 3. Use of correct PPE enforced and behavioural job observations are done monthly |
| | | 1. Use of correct PPE is enforced at all times. |
| | | 1. Awareness was done 2. Risk assessments done 3. PPE issued 4. Toolbox talks done 5. Safe work instructions at site where equipment is kept |
| | | 1. Inspections done 2. Planned job observations done 3. Share learnings from incidents and implement recommendations if applicable |
| | | All controls are implemented but will require continuous monitoring, review and improvement. |
| | | 1. Line inspection reports are done 2. Line maintenance reports are done 3. Public Safety Awareness to be arranged |
| | | 1. Line inspection reports are done 2. Line maintenance reports are done 3. Public Safety Awareness to be arranged |
| | | Phase out Plan in Place. |

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| | | All controls are implemented but will require continuous monitoring, review and improvement. |
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| | | Awareness and updates are shared via the whatsapp group for the Grid employees |
| | | Awareness and communication |
| | | 1. Awareness and communication 2. Some controls are implemented but will require continuous monitoring, review and improvement. |
| | | 1. Awareness and communication 2. Some controls are implemented but will require continuous monitoring, review and improvement. |