

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:				Revision:	1							
											Date:	18 May 2023			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.		Additional Controls or Tasks Aimed at Improving Existing Controls		First determine Consequence and then the Likelihood of that Consequence.		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 should change 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	Risk Priority Rating	RCE Risk Control Effectiveness	Include: - Eliminative 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) - Substitution - Administrative Controls - Personal Protective Equipment (PPE)	Consequence	Likelihood	Risk Priority Rating	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 4. Use of hearing protection	4	3	II	Inspection records Medical surveillance programme Supervision Planned job observations	Lines & Servitude Manager	OHS Act 85 of 1993, NHL 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	II	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 3. Safe work Instructions	4	2	II	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	II	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	II	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	II	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. Sharing of Lessons learnt form 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 shoe 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	II	Inspections, servicing, Medical surveillance programme	Lines & Servitude Manager	OHS Act 85 of 1993, NHL 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	II	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	II	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	II	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 4. 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 shoe 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 lessons learnt 2. Sharing 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. Risk assessment 3. Tool box talks	5	1	III	F	1. Authorisation to perform work 2. Allocation of farm Rangers 3. Supervision	5	1	II	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. Occupational Hygiene Surveys 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	II	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

				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	II	F	1. Periodical medical screening includes eye tests	4	2	II	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. Safe work Instructions	4	3	II	F	1. Planned Job observations 2. Task risk assessments 3. BSO 4. Supervision	4	2	II	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. Rest periods 4. Supervision	5	1	II	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	II	F	1. Authorisation by the farmer to perform work 2. Allocation of Rangers from the farmer 3. Supervision	5	1	II	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 32-95	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. Task risk assessments. 3. Use of appropriate PPE 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. Use of appropriate PPE 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 to work.	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, 240-116022748, Incident Management Procedure 32-95	Mar-21	N/A	In progress
Application of Herbicides	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. Periodic medical screening 3. BSO 3. Supervision	4	2	II	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	II	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	II	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	II	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	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 lower 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 on 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. ORHVS	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. 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	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	II	P	1. Sharing of Lessons learnt from past or recent incidents 2. Continuous awareness on vehicle and driver safety	5	4	II	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
	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	II	P	1. Continuous awareness raised on hi-jacking 2. Continuous risk assessment to be done and vigilance while driving.	5	4	II	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	II	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	II	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 procedure, 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. Protest safety alerts	4	4	II	P	1. Continuous awareness raised on listening to protests alerts when undertaking a trip and encourage the use of alternative roads	4	2	II	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	II	P	1. Taking necessary action, 2. Continuous awareness on over speeding	4	2	II	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	II	1. Drive cams and OBC monitoring 2. Monitoring of route risk assessment 3. Monitoring of driver commitment	Departmental manager	Incident 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. 4x4 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	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

	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	Distractions 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	I	P	1. Continuous monitoring of Drive cams 2. Taking necessary action 3. Continuous awareness on the dangers of cell use while driving	4	2	II	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	I	P	1. Create awareness on vehicle driver safety and psychological stress	4	2	II	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 back view is obstructed a passenger should be utilised to give guidance.	1	3	IV	P	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. 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	P	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 ladder or skirting, and people walk on them. Carpets peeling off up	Grid Manager	Yes	Slips, Trips and Falling	1. Install electrical plugs and network cable points in close proximity of workstation to prevent trips and falls resulting from crossing cables 2. Provide and use skirting 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 brewer	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	II	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	Employees should be encouraged 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 asthenopic effects (optical fluors) 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 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. Workstation layout 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 lumbar support 3. Encourage employees to take breaks away from workstations to improve good indoor air quality 4. Improve the efficiency of the ventilation extractive system.	3	2	II	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	3	III	P	1. Encourage employees reacting to cleaning agents. 2. Rearrange their workstations or accommodate them such that they are not exposed to cleaning agents. 3. Ensure the ready availability of Materials	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. Awareness raised on the use of handrails when ascending or descending stairs 2. Signage's placed next to staircases	2	3	III	N	1. Continuous awareness on the safe use of staircases	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
	37	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 on the safe use of staircases	4	2	II	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 on Good housekeeping practices	3	2	II	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 LTI & 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	II	P	1. Sharing of Lessons learnt form past or recent incidents	6	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
			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, 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. Training and awareness. 2. Task risk assessments. 3. Tool box talks 4. 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	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
	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	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
			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	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
			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	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
			42.4	Electrical contact	Safety	HV Plant (Artisans)	2 to 3 times a week	Failure to do proper Risk Assessment, failure to follow LTI & procedures. In appropriate PPE, Failure to observe ORHVS, non adherence to life saving rules, faulty plant equipment	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 LTI & procedures. In appropriate PPE, Failure to observe ORHVS, non adherence to life saving rules, faulty plant equipment	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. Leading to a medical incident or LTI.	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. Use of appropriate PPE. 4. Tool Box Talks.	4	3	II	P	1. Sharing of Lessons learnt form 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
			43.3	Slips, trips & falls	Safety	HV Plant (Artisans)	2 to 3 times a week	Failure to do proper Risk Assessment, in appropriate PPE, Failure to observe ORHVS, non adherence to life saving rules, faulty plant equipment	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	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
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 asphyxiation (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	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
			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	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

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	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 crimper	HV Plant Manager	No	Fatalities	1. Task risk assessments and inspecting hoses before using crimper. 2. Tool box talks. 3. 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. 3. 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.	Minimize the duration of exposure	HV Plant Manager	No	Occupational Disease cancer, brain tumor	1. Training on ORH/S 2. Training on equipotential zone 3. 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. Routine supervision 2. Routine supervision 3. Safe work Instructions 4. Supervision 5. BSO 6. Risk assessment	3	2	III	Medical surveillance programme Supervision Job observations	Departmental Managers	OHS Act 85 of 1993, Eskom Risk assessment Procedure 32-520, Eskom SHEQ Policy 32-727, MSDS	Mar-21	N/A	In progress
		Employee passes out due to inhalation of chemical	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. Routine supervision 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 Managers	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. Sensitize 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 Managers	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, shaking 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 sanitizers 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 of 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

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Risk

Independent Verification (i.e. Confirmation that the objectives have been met)		Comments
Date Done:	By whom:	
		1. Refresher training to be done on NPH. 2. Risks 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. Risks 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 site staff are happening 2. Farmers do arrange rangers, on game farms, to accompany employees. 3. Fitness for duty certificates are in place 4. PPE issued
		1. Communication between farmers and site staff are happening 2. Farmers do arrange rangers, on game farms, to accompany employees. 3. Noise surveys to be conducted 4. PPE issued

		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
		1. All 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 past or recent incidents
		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. OSHV 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 the Grid 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.

		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. Training 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 assessments 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. DRHS 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

		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
		1. Share lessons learnt from inspectors are trained 2. FAS issued to employees working 3. Valid fitness for duty certificate in place and available 5. Valid working at heights
		All controls is implemented but will require continuous monitoring, review and improvement
		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. Safety pre inspections are carried out 2. Valid fitness for duty certificates and are available 3. PPE issued 4. Risk assessment training are
		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
		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
		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. ISO 3. Planned job observations
		1. Sharing of lessons learnt from past or recent incidents to be continuous

		<ul style="list-style-type: none"> 1. Sharing of lessons learnt from past or recent incidents to be continuous 2. PPE issued
		<ul style="list-style-type: none"> 1. Sharing of lessons learnt from past or recent incidents to be continuous 2. PPE issued
		<ul style="list-style-type: none"> 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
		<ul style="list-style-type: none"> 1. Medical fitness certificates in place 2. Planned job observations in place 3. Inspection of equipment done 4. BSO done
		<ul style="list-style-type: none"> 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
		<ul style="list-style-type: none"> 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
		<ul style="list-style-type: none"> 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
		<ul style="list-style-type: none"> 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
		<ul style="list-style-type: none"> 1. Use of correct PPE is enforced at all times.
		<ul style="list-style-type: none"> 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
		<ul style="list-style-type: none"> 1. Inspections done 2. Planned job observations done 3. Share learnings from incidents and implement recommendations if applicable
		<ul style="list-style-type: none"> All controls are implemented but will require continuous monitoring, review and improvement.
		<ul style="list-style-type: none"> 1. Line inspection reports are done 2. Line maintenance reports are done 3. Public Safety Awareness to be arranged
		<ul style="list-style-type: none"> 1. Line inspection reports are done 2. Line maintenance reports are done 3. Public Safety Awareness to be arranged
		<ul style="list-style-type: none"> Phase out Plan in Place.

		All controls are 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.
		All controls are implemented but will require continuous monitoring, review and improvement.
		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.