

	<b>HEALTH AND SAFETY SPECIFICATION</b> Professional Service Contracts	Template Identifier	240-73198256	Rev	2
		Document Identifier	240-166910358	Rev	1
		Effective Date	November 2021		
		Review Date	November 2024		


**Title: The Provision of Laboratory Geotechnical Services and Professional Geotechnical Services for Transmission Engineering.**

**Project Reference Number:  
Rev: 1**

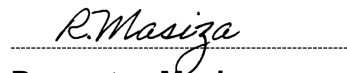
**Compiled by**

**Verified by**


**Accepted by**



**Bongani Langa**  
**OHS Officer**



**Ramoatse Masiza**  
**Senior Advisor – H&S**



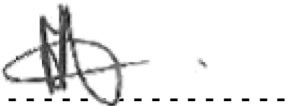
**Bongani Mabena**  
**Health & Safety Manager**

Date: 2022/07/06

Date: 2022/07/06

Date: 07 July 2022

**Authorised by**



**Godfrey Matsi**  
**Project Manager**

Date:

07/07/2022

**Public**

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	<b>HEALTH AND SAFETY SPECIFICATION</b> Professional Service Contracts	Template Identifier	240-73198256	Rev	2
		Document Identifier	240-166910358	Rev	1
		Effective Date	November 2021		
		Review Date	November 2024		

## Content

	Page
1. Introduction.....	4
2. Supporting Clauses.....	4
2.1 Scope .....	4
2.1.1 Purpose .....	5
2.1.2 Applicability .....	5
2.2 Normative/Informative References .....	5
2.2.1 Normative .....	5
2.2.2 Informative .....	6
2.1 Definitions .....	6
2.2 Abbreviations .....	8
2.3 Related/Supporting Documents .....	9
3 Specification .....	9
3.1 Scope of work .....	9
3.2 Legal Compliance.....	10
3.2.1 Section 37(2) (Legal) Agreement .....	10
3.2.2 Hazardous work by children (Child Labour) .....	10
3.2.3 OHS Act .....	11
3.2.4 Legal compliance .....	11
3.3 Eskom Requirements .....	11
3.3.1 Appointment of a contractor .....	11
3.3.2 Appointment of sub-contractors.....	11
3.3.3 SHEQ policy .....	12
3.3.4 COID .....	12
3.4 Substance Abuse .....	12
3.5.1 Medicals .....	12
3.5 Appointments .....	13
3.6 Risk Assessments .....	13

### Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	<b>HEALTH AND SAFETY SPECIFICATION Professional Service Contracts</b>	Template Identifier	240-73198256	Rev	2
		Document Identifier	240-166910358	Rev	1
		Effective Date	November 2021		
		Review Date	November 2024		

3.7	Safe Work Procedures and Practices /Safe Operating .....	14
3.8	Personal Protective Equipment (PPE) Requirements .....	14
3.9	Incident Investigation .....	14
3.10	Emergency Management .....	15
3.11	Non-Conformance and Compliance .....	15
4	Acceptance.....	17
5	Revisions .....	17
6	Development Team.....	17
7	Addendum.....	18

**Public**

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	<b>HEALTH AND SAFETY SPECIFICATION</b>  <b>Professional Service Contracts</b>	<b>Template Identifier</b>	<b>240-73198256</b>	Rev	<b>2</b>
		<b>Document Identifier</b>	<b>240-166910358</b>	Rev	<b>1</b>
		<b>Effective Date</b>	<b>November 2021</b>		
		<b>Review Date</b>	<b>November 2024</b>		

## 1. Introduction

Transmission Projects Delivery (TPD) is committed to ensuring a safe working environment in line with its Safety, Health, Environmental and Quality Policy, along with legislative obligations.

These Health and Safety requirements (hereinafter Requirements) are TPD's minimum requirements for the specific contract, and the contractor/service provider shall fully comply with them for the duration of the contract period.

The contractor/service provider shall develop a Health and Safety framework (hereinafter the Framework), which responds to these requirements and relevant legislation.

TPD in no way assumes the contractor's legal responsibilities. The contractor / service provider is accountable for the quality and execution of his health and safety programme for his employees and appointed sub-contractor employees.

These are minimum requirements and should not be construed as exhaustive.

TPD may add or subtract other Requirements, as and may be necessary and the contractor / service provider shall respond accordingly in his framework.

The contractor/service provider shall incorporate details in terms of how COVID-19 is going to be managed, monitored, controlled in the workplace, including employees, visitors and members of the public.

The contractor shall develop a detailed documented safe work procedure (SWP) to support the H&S framework to effectively manage the risks of COVID-19 and refer to the document in the H&S Plan.

## 2. Supporting Clauses


### 2.1 Scope

These Requirements list the Legal and TPD requirements and where applicable, requirements pertaining to Local Authorities / Municipal by-laws / that must be met by the contractor / service provider.

### Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	<b>HEALTH AND SAFETY SPECIFICATION</b>  <b>Professional Service Contracts</b>	<b>Template Identifier</b>	<b>240-73198256</b>	Rev	<b>2</b>
		<b>Document Identifier</b>	<b>240-166910358</b>	Rev	<b>1</b>
		<b>Effective Date</b>	<b>November 2021</b>		
		<b>Review Date</b>	<b>November 2024</b>		

### 2.1.1 Purpose

To indicate to contractors/service providers the H&S requirements, upon which their planning for the management of H&S will be based on and thus produce their H&S framework.

### 2.1.2 Applicability

These requirements are applicable to any contracting organisation who intends tendering for the contract.

This specification is applicable to all Contractors, Service Providers, Suppliers and all activities and processes carried out for and on behalf of TPD.

## 2.2 Normative/Informative References

Parties using this document shall apply the most recent edition of the documents listed in the following paragraphs.

### 2.2.1 Normative

- [1] Basic Conditions of Employment Act No 75 of 1997.
- [2] Occupational Health and Safety Act and Regulations No 85 of 1993.
- [3] National Road Traffic Act 93 of 1996.
- [4] 32-37 Eskom Substance Abuse Procedure.
- [5] 32-136 Contractor Health and Safety Requirements
- [6] 240-62196227 Life- saving Rules
- [7] 32-95 Environmental, Occupational Health and Safety Incident Management Procedure
- [8] 240-62196227: Life-saving Rules Standard
- [9] 240-62946386 Vehicle & Driver Safety Management Procedure
- [10] 240-114967625: Operating Regulations for High Voltage Systems
- [11] 32-124 Eskom Fire Risk Management
- [12] 32-95 Occupational Health and Safety Incident Management Procedure
- [13] 32-93 Eskom Vehicle and Driver Safety Management
- [14] 240-43848327 Employees' right of refusal to work in an unsafe situation
- [15] 32-418: Working from Heights Procedure
- [16] 32-520: Occupational Health & Safety Risk Assessment Procedure

### Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	<b>HEALTH AND SAFETY SPECIFICATION</b>  <b>Professional Service Contracts</b>	<b>Template Identifier</b>	<b>240-73198256</b>	Rev	<b>2</b>
		<b>Document Identifier</b>	<b>240-166910358</b>	Rev	<b>1</b>
		<b>Effective Date</b>	<b>November 2021</b>		
		<b>Review Date</b>	<b>November 2024</b>		

- [17] 32-123: Emergency Planning
- [18] 32-407: Behaviour Safety Observation Procedure
- [19] Occupational Health and Safety Act, Act 85 of 1993, its Regulations
- [20] Construction Regulations 2014
- [21] 32-726: Requirements for the Eskom Commercial Process
- [22] 39-98: Safe use of Lifting Machines
- [23] 32-524: Manual for Developing a SHE Specification
- [24] 32-1126 Eskom Smoking Policy
- [25] 32-1134 Physical Access Control at Eskom Premises
- [26] 32-1133 Wearing of Ballistic Body Armour by Security Personnel Policy
- [27] Disaster Management Act, 2002: (Act No.57 of 2002)
- [28] All relevant South African legislation-national; provincial, municipal by-laws.
- [29] All relevant international/national recognised code of practice (such as South African National Standards – SANS)
- [30] 32-727 SHEQ Policy
- [31] Plant Safety Regulations

### 2.2.2 Informative

- [1] ISO 45001:2018, Occupational Health and Safety Management Systems-Requirements
- [2] ISO 9001:2015 Quality Management Systems- Requirement
- [3] Constitution of the Republic of South Africa No 108 of 1996

### 2.1 Definitions

Definition	Explanation
<b>Appointed contractor</b>	Means a contractor appointed by the principal contractor
<b>Baseline risk assessment</b>	(32-520) baseline operational risks refer to the health and safety risks associated with all standard processes and routine activities in the business
<b>Controlled disclosure</b>	controlled disclosure to external parties (either enforced by law, or discretionary).

### Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	<b>HEALTH AND SAFETY SPECIFICATION</b>  <b>Professional Service Contracts</b>	<b>Template Identifier</b>	<b>240-73198256</b>	Rev	<b>2</b>
		<b>Document Identifier</b>	<b>240-166910358</b>	Rev	<b>1</b>
		<b>Effective Date</b>	<b>November 2021</b>		
		<b>Review Date</b>	<b>November 2024</b>		

<b>Client</b>	Eskom representative (Internal – Asset Owner), also referred to as the contract administrator/custodian or agent or project manager (as defined in the contract). He/she is the person responsible for ensuring that the works or services are executed in terms of the contract, as well as adherence to legislation pertaining to the contract.
<b>Competent person</b>	(OHS Act) means any person having the knowledge, training, experience, and qualifications, specific to the work or task being performed, provided that, where appropriate, qualifications and training are registered in terms of the South African Qualifications Authority Act, 1995 (Act No. 58 of 1995)
<b>Contractor – includes appointed contractor</b>	means an employer as defined in section 1 of the Act who performs contract work and includes principal contractors
<b>Consultant</b>	means a person providing professional advice
<b>Duty of care to the environment</b>	(32-136) anybody who causes or has caused or may cause significant pollution or degradation of the environment must take reasonable measures to prevent such pollution or degradation from occurring, continuing, or recurring. If such harm to the environment is authorised by law or cannot reasonably be avoided or stopped, such person must minimise and rectify such pollution or degradation of the environment
<b>Employee</b>	(OHS Act) means, subject to the provisions of subsection (2), any person who is employed by or works for an employer and who receives or is entitled to receive any remuneration or who works under the direction or supervision of an employer or any other person
<b>Employer</b>	(OHS Act) means, subject to the provisions of subsection (2), any person who employs or provides work for any person and remunerates that person or expressly or tacitly undertakes to remunerate him/her, but excludes a TES (ex labour broker) as defined in section 1(1) of the Labour Relations Act 1956 (Act No. 28 of 1956)
<b>Eskom requirements</b>	Eskom requirements flowing from directives, policies, standards, procedures, specifications, work instructions, guidelines, or manuals
<b>Hazard</b>	(OHS Act) means a source of, or exposure to, danger
<b>Hazard identification</b>	(OHS Act) means the identification and documenting of existing or expected hazards to the health and safety of persons, which are normally associated with the type of construction work being executed or to be executed
<b>Health and safety file</b>	(OHS Act) means a file or other record, containing the information in writing required by the construction regulations.
<b>Health and safety framework</b>	means a site, activity or project specific document based on the client's health and safety specifications giving details on the management of safety.

### Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	<b>HEALTH AND SAFETY SPECIFICATION</b> Professional Service Contracts	Template Identifier	240-73198256	Rev	2
		Document Identifier	240-166910358	Rev	1
		Effective Date	November 2021		
		Review Date	November 2024		

<b>Health and safety requirements</b>	means comprehensive health and safety requirements for a contract, project, site, and scope of work. This specification is intended to ensure the health and safety of persons, both workers and the public, and the duty of care to the environment. The health and safety requirements must be specific to each contract, project, site, and scope of work.
<b>Organisation</b>	may be defined as a group of individuals (large or small) that is cooperating under the direction of executive leadership in accomplishment of certain common objects
<b>Principal Contractor</b>	(In the text of this document) Means an employer, as defined in section 1 of the OHS Act, who intends to tender for or has signed a contract with Eskom for services rendered.
<b>Responsible Manager</b>	Is a Manager of a department, section or operating/business unit who has been appointed as part of the Eskom delegation of authority process with the aim to assist the applicable 16(2) assigned person in executing his/her duties in terms of the Occupational Health and Safety Act
<b>Risk assessment</b>	(OHS Act) means a programme to determine any risk associated with any hazard at a construction site in order to identify the steps needed to be taken to remove, reduce, or control such hazard.
<b>Service provider</b>	any private person or legal entity that provides any service(s) to Eskom for compensation
<b>The Act</b>	(OHS Act) means the Occupational Health and Safety Act No. 85 of 1993, as amended, and the Regulations thereto
<b>Visitor</b>	Any person visiting a workplace with the knowledge of, or under the supervision of, an employer.

## 2.2 Abbreviations

Abbreviation	Description
BU	Business Unit
CE	Chief Executive
COID Act	Compensation for Occupational Injuries and Diseases Act
DMR	Driven Machinery Regulations
DoL	Department of Labour (Inspection and Enforcement services – Provincial office)
EP	Emergency Preparedness
EAP	Employee Assistance Program
ERfW	Environmental Regulations for Workplaces
GAR	General Administrative Regulations

### Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.



	<b>HEALTH AND SAFETY SPECIFICATION</b> Professional Service Contracts	Template Identifier	240-73198256	Rev	2
		Document Identifier	240-166910358	Rev	1
		Effective Date	November 2021		
		Review Date	November 2024		

Abbreviation	Description
GSR	General Safety Regulations
HCS	Hazardous Chemical Substances
LDV	Light Delivery Vehicle
LoGS	Letter of Good Standing
MSDS	Material Safety Data Sheets
NEC	Engineering and Construction Contract
NEMA	National Environmental Management Act
NPS	Nuclear Power Station
OHS Act	Occupational Health and Safety Act and Regulations, 85 of 1993
SABS	South African Bureau Standard
SANS	South African National Standard
SHE	Safety, Health and Environment

### 2.3 Related/Supporting Documents

TPD's OHS Act section 37(2) agreement between itself and the contractor / service provider shall be signed at procurement during the signing of the NEC contract.

The project manager shall ensure that the 37(2) agreement is signed, and a copy be kept in the contractor/service provider file at procurement.

## 3 Specification

### 3.1 Scope of work

**Location:** Various substations

**GPS Coordinates:** -Latitude: TBA

Longitude: TBA

**Project description/ scope of work:**

- Eskom Transmission plans to put together a panel of geotechnical laboratories and geo-professional engineering services, who will undertake geotechnical / dolomitic analysis investigation for new 132 to 765Kv substation developments (GIS and AIS) as well as extensions on existing substations.
- The laboratories and geo-professionals shall carry out preliminary geotechnical / dolomitic analysis investigation to determine the most suitable site for construction.

### Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	<b>HEALTH AND SAFETY SPECIFICATION</b> <b>Professional Service Contracts</b>	Template Identifier	240-73198256	Rev	2
		Document Identifier	240-166910358	Rev	1
		Effective Date	November 2021		
		Review Date	November 2024		

They will also be required to carry out detailed geotechnical investigations to provide design parameters for the design of the earthworks and foundations as well as identifying of geotechnical problems and mitigation thereof at the proposed substation.

#### Program details:

- Submission of final H&S Plan must be before site establishment /access to site.
- Anticipated date for the commencement of work on site: October 2022
- Project completion date or project duration: June 2027

A copy of the scope of works must be retained by the contractor.

**Note:** The contractor / service provider in will be known as the “principal contractor” and any contractor appointed by the principal contractor will be known as the “appointed contractor or Sub-contractor”.

### 3.2 Legal Compliance

#### 3.2.1 Section 37(2) (Legal) Agreement

A section 37(2) agreement must be signed between TPD and the Principal Contractor on contract award.

The Principal Contractor must ensure that a section 37(2) agreement is compiled between itself and their appointed contractors.

The original copy of the section 37(2) agreement must be retained by the Principal Contractor and a copy retained by the responsible Project Manager.

A copy of all the agreements must form part of the respective contractor’s Health and Safety file

#### 3.2.2 Hazardous work by children (Child Labour)

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

- a) *being protected from exploitative labour practices;*
- b) *not to be required or permitted to perform work or provide services that*
  - are inappropriate for a person of that child’s age; or

**Public**

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	<b>HEALTH AND SAFETY SPECIFICATION</b>  <b>Professional Service Contracts</b>	<b>Template Identifier</b>	<b>240-73198256</b>	Rev	2	
		<b>Document Identifier</b>	<b>240-166910358</b>	Rev	1	
		<b>Effective Date</b>	<b>November 2021</b>			
		<b>Review Date</b>	<b>November 2024</b>			

- Places at risk the child’s well-being, education, physical or mental health or spiritual, moral or social development; and the Basic Conditions of Employment Act, Chapter 6 Section 43 “Prohibition of employment of children”.
- Before resorting to the use of child labour, due consideration must be given to the rights of the child in terms of the constitution.

Where the work performed is not prohibited in terms of the constitution, such work shall be conducted in terms of the OHS Act “Regulations on Hazardous Work by Children in South Africa” with emphasis on paragraph 2 Purpose and Interpretation.

Eskom does not condone the use of child labour all efforts must be exercised to avoid it.

### 3.2.3 OHS Act

The Principal Contractor and appointed contractors shall have an up-to-date copy of the OHS Act and Regulations which will be available to all employees.

### 3.2.4 Legal compliance

All contractors will comply with applicable legal requirements, including:

- The Constitution of the Republic of South Africa (particularly Section 24 of the Bill of Rights).
- Occupational Health and Safety Act 1993 (Act 85 of 1993) and its relevant Regulations.
- Compensation for Occupational Injuries and Diseases Act.
- National Road Traffic Act 93 of 1996.
- All relevant legal requirements

## 3.3 Eskom Requirements

Contractors shall, before commencement of the project ensure that their employees are familiar with the relevant TPD H&S requirements applicable to contract services.

### 3.3.1 Appointment of a contractor

The Principal Contractor will be appointed by TPD on contract award and will be responsible and accountable for compliance with applicable legal and TPD requirements for the duration of the contract.

### 3.3.2 Appointment of sub-contractors


The Principal Contractor may appoint contractors to assist in the contract. Appointments shall be done in writing and form part of the SHE file required to be submitted to TPD.

Adequate training and instruction must be given to appointees. The Principal Contractor must ensure that appointed contractors understand their roles and responsibilities.

## Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	<b>HEALTH AND SAFETY SPECIFICATION Professional Service Contracts</b>	Template Identifier	240-73198256	Rev	2
		Document Identifier	240-166910358	Rev	1
		Effective Date	November 2021		
		Review Date	November 2024		

**Note:** Copies of contractor appointments must be kept in the respective H&S file.

### 3.3.3 SHEQ policy

The Principal Contractor and appointed contractors shall have their own H&S policy in line with their H&S responsibilities. The policy must be signed by the organisation's Chief Executive (CE) or the assistant to the CE OHS Act Section 16(2). The policy must be displayed in a prominent place within the workplace.

A copy of the policy must be filed in the contractor H&S files and attached as an annexure in the H&S Plan.

### 3.3.4 COID

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

## 3.4 Substance Abuse

1. Eskom shall take reasonable steps to ensure that intoxicated persons are identified and prevented from entering TPD construction sites. **The alcohol and drug permissible level is 0%..**
2. Contractors shall comply with Eskom's Substance Abuse Procedure 32-37.
3. All persons entering TPD's construction sites will be subjected to ad hoc alcohol testing.
4. Contractors are encouraged to compile their own procedure and to carry out regular alcohol testing of their own employees.
5. Alcohol test records must be treated as "Confidential" and filed in the employees' personal file.

## 3.5 Occupational Health and medical surveillance

### 3.5.1 Medicals

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

1. Principal Contractors must ensure that their employees and sub-contractor employees have a medical surveillance program, and their employees shall undergo **entry, periodic and exit medical fitness examinations.**

### Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	<b>HEALTH AND SAFETY SPECIFICATION</b>  <b>Professional Service Contracts</b>	<b>Template Identifier</b>	<b>240-73198256</b>	Rev	<b>2</b>
		<b>Document Identifier</b>	<b>240-166910358</b>	Rev	<b>1</b>
		<b>Effective Date</b>	<b>November 2021</b>		
		<b>Review Date</b>	<b>November 2024</b>		

2. For the medical examinations to be conducted, each employee must have a person job specification, which must indicate the description of work, list of hazards and potential occupational exposure limits, physical hazards and required physical attributes.
3. Medical fitness certificates in the form of Annexure 3 shall be renewed annually for employees who are working on site. This shall be maintained until completion of the contract.
4. The Principal Contractor must ensure that his employees and appointed contractor employees have undergone pre-entry medical examination before starting work on the contract.
5. The Principal Contractor shall provide a documented process for managing those employees who are issued with a conditional certificate of fitness.

### 3.5 Appointments

For the duration of the contract, the Principal Contractor and all appointed contractors shall appoint competent employees who will meet the requirements of the OHS Act. Where appointments are made, contractors shall ensure that the appointees have been suitably trained and or informed of their responsibilities before getting them to accept such appointment.

The relevant statutory appointments shall be made in accordance with the requirements of the OHS Act which includes the requirement of a competent person being appointed in the relevant roles. The statutory appointments shall include but not limited to: Fire Fighter and Evacuation warden, First Aider, incident investigator, risk assessor, SHE representative, project supervisor or project manager and 16(2) appointments.

### 3.6 Risk Assessments

It is a legal requirement in terms of Section 8 (2)(d) of the OHS Act for an employer to carry out risk assessments to establish what hazards to the health and safety or persons are attached to any work which is performed, any article or substance which is, handled, stored, transported.

Risk assessments are required to be maintained. This means that significant changes to a process or activity, or any new process or activity should be subjected to a risk assessment and that if new hazards come to light during the work process, then these should also be subjected to risk assessments. Risk assessments for long term processes should be periodically reviewed and updated. Method statements or written safe work procedures are an effective method as information and record of the way jobs / tasks must be performed. Prior to start of work, risk assessments on every job/task are ideal to allow managers and

### Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	<b>HEALTH AND SAFETY SPECIFICATION</b>  <b>Professional Service Contracts</b>	<b>Template Identifier</b>	<b>240-73198256</b>	Rev	<b>2</b>
		<b>Document Identifier</b>	<b>240-166910358</b>	Rev	<b>1</b>
		<b>Effective Date</b>	<b>November 2021</b>		
		<b>Review Date</b>	<b>November 2024</b>		

employees to assess any inherent risks that could have been overlooked during the initial risk assessment or any changes that might have occurred in a period of absence. In particular if a job/task is extended over a day or halted due to inclement weather.

### 3.7 Safe Work Procedures and Practices /Safe Operating

The contractor shall compile written safe work procedures for all activities, aligned with the risk assessments.

### 3.8 Personal Protective Equipment (PPE) Requirements

1. The principal contractor must provide a detailed programme that includes the issuing, maintenance and replacement of PPE for all his employees and appointed contractors on site.
2. All contractors shall comply with the requirements of GSR 2 of the OHS Act.
3. The risk-based PPE matrix must be compiled detailing the types of PPE that is required to be issued to employees performing the respective tasks.
4. Where there are unusual instances where activities require additional type of PPE, then a risk assessment must be conducted where such PPE requirements will be identified, and the issuing be carried out.
5. All contractors shall ensure that their visitors wear and use the correct PPE whilst on worksites.
6. The contractor shall ensure that visitors to site have the relevant minimum PPE as may be required on site.
7. PPE shall comply with the relevant SANS standards.
8. Failure to provide adequate PPE to their employees is a transgression of Legal and Transmission Projects Delivery requirements

### 3.9 Incident Investigation


All incidents shall be investigated in terms of OHS Act General Administrative Regulations 8 and 9, using the latest revision of Eskom Procedure 32-95 as a reference, and where injuries as contemplated in sections 24 and 25 have been sustained, be reported to the Department of Labour.

Contractors shall use the standard General Administrative Regulation Annexure 1 "Recording of an Incident" form for all incident investigation reports. The objective of incident investigation should not only be a legal requirement but should establish why and how the incident occurred and find out the root cause of the incident and to decide on precautionary measures that are

**Public**

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	<b>HEALTH AND SAFETY SPECIFICATION</b>  <b>Professional Service Contracts</b>	<b>Template Identifier</b>	<b>240-73198256</b>	Rev	<b>2</b>
		<b>Document Identifier</b>	<b>240-166910358</b>	Rev	<b>1</b>
		<b>Effective Date</b>	<b>November 2021</b>		
		<b>Review Date</b>	<b>November 2024</b>		

required to address the root cause to prevent any further recurrences of the same or similar incidents.

### 3.10 Emergency Management

A list of emergency numbers (local emergency numbers and Eskom ER24 numbers) shall be posted where it is visible in the office's places such as information H&S board, eating area etc. the supplier/service provider shall ensure that all employees are familiar with the emergency numbers. Where the principal contractor or/and contractor has established their own contract with a specific service provider, those numbers must be part of the induction and be used in conjunction with local or Eskom numbers. It must be made clear to the employees that in any event one of the numbers must be used or the combination to ensure that the life of the individual is preserved. Emergency numbers shall be part of the induction.

Eskom has established a contract with ER24 (084 124) for employees and its contractor employees for emergency medical assistance incurred whilst on duty anywhere in South Africa. The telephone number is 010 205 3400.

### 3.11 Non-Conformance and Compliance

1. Any non-compliance to any health and safety requirement in this SHE specification is subject to discipline in terms of the Eskom Procurement and Supply Management Procedure.
2. Principal contractors shall develop and implement a non-conformance procedure for issuing to contractors for transgressions. The procedure can include "quality" related non-conformance issues. Similarly, appointed contractors must implement a non-conformance procedure.
3. Contractor project management must monitor the close-out of non-conformances issued.
4. Where non-conformances are issued by Transmission Projects Delivery, one of the close-out steps of the procedure will be for the offender to be called by the responsible project manager to explain the non-conformance issued and what plan is in place to prevent a recurrence of the non-conformance.

## Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	<b>HEALTH AND SAFETY SPECIFICATION</b> Professional Service Contracts	Template Identifier	240-73198256	Rev	2
		Document Identifier	240-166910358	Rev	1
		Effective Date	November 2021		
		Review Date	November 2024		

### 3.12 COVID-19

#### Hierarchy of Controls must be adhered to/ applied

- Avoid close contact with people who are sick or show symptoms that are associated with COVID-19 virus.
- Washing of hands often with soap and water or alcohol-based sanitiser (70% alcohol).
- Avoid touching your eyes, nose, and mouth with unwashed hands.
- Stay at home when you are sick and report to your respective supervisor/manager. Seek medical help
- Practice safe coughing, sneezing and nose blowing etiquette e.g. bended elbow/ cover your mouth/cough or sneeze with a tissue. Safely disposed of the tissue in a covered bin or plastic pocket.
- Clean and disinfect frequently touched objects and surfaces.
- Employees to disinfect their workstations including frequently touched equipment (e.g. computers, printers etc.
- Have a schedule of disinfecting the workstations, adhere to the frequencies and provide a proof in a form of signed check-sheets.
- The Contractor shall develop the COVID-19 Policy and Risk Assessment as per the current promulgated COVID-19 Disaster Management Act. Proof of the COVID-19 Policy and Risk Assessment submitted to the Department of Employment and Labour shall be kept on site.
- Ensure that the COVID-19 Plan is continuously reviewed as new amendments are promulgated by the COVID-19 Disaster Management Authorities.

#### Transportation of employees to work (e.g., taxis/staff busses)

- Social distancing must be adhered to.
- Daily disinfection of transport modes before and after transportation of employees and keeping of signed and updated disinfection schedule/registers.
- Employees' hands to be sanitized when getting in and out of the taxis.

#### Eating Area

- Ensure disinfection practices on surfaces and washing of hands with water and soap

### Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.



	<b>HEALTH AND SAFETY SPECIFICATION</b> Professional Service Contracts	Template Identifier	240-73198256	Rev	2
		Document Identifier	240-166910358	Rev	1
		Effective Date	November 2021		
		Review Date	November 2024		

- Social distancing must be enforced.

**NB!** The attached addendum must be read and complied with regarding matters of COVID-19.

#### 4 Acceptance

This document has been seen and accepted by:

N Singh	General Manager
B. Naraghi	Senior Projects Manager Kwa-Zulu Natal
B. Mabena	Manage Safety Risk
C. Fisher	Senior Projects Manager Mpumalanga Portfolio
G. Small	SHEQS Middle Manager
J. Bornman	Senior Projects Manager-Western Portfolio
H Mohabir	Senior Projects Manager- Gauteng Portfolio
M Dikgale	Senior Projects Manager Northern Portfolio
M Maringa	Senior Projects Manager- PMO
N.April	Senior Projects Manager- Southern Portfolio
V. Mthimunye	Middle Manager Health & Safety Inspectorate

#### 5 Revisions

Date	Rev.	Compiler	Remarks
November 2021 A	1	P Mojela R Masiza	New document

#### 6 Development Team

- P. Mojela
- R. Masiza
- M. Ratladi
- B Mabena

#### ADDENDUM

Name of Document: Eskom Health and Safety (H&S) Specification Form

**Public**

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	<b>HEALTH AND SAFETY SPECIFICATION</b>  <b>Professional Service Contracts</b>	<b>Template Identifier</b>	<b>240-73198256</b>	Rev	<b>2</b>
		<b>Document Identifier</b>	<b>240-166910358</b>	Rev	<b>1</b>
		<b>Effective Date</b>	<b>November 2021</b>		
		<b>Review Date</b>	<b>November 2024</b>		

Alternative Ref No: 74

Document Identifier: TPDMAN-SP-84

Management of Health risk (Corona Virus Disease-2019)

This serves as an addendum to the above-mentioned document. In light of the outbreak of COVID-19 pandemic, Contractors are hereby instructed to compile and develop a document (e.g. plan, procedure, etc.) on the management of COVID-19 on their construction sites. The Management of COVID-19 documents must outline effective preventative and control measures to be employed to manage the spread of infection of the virus so that the Zero Harm value is maintained.

Safety, health, environment is an important part of Eskom operations and exists to prevent harm to people and the environment. Therefore, all construction sites are required to factor the new risk of COVID-19 in their operations. This shall include amongst other things.

- a) Screening-Contractors/Suppliers establish a daily screening protocol for their employees, to ensure that potentially infected staffs do not enter the work site.
- b) Transportation of employees and Lunch breaks to consider Social Distancing.
- c) Use of PPE- Gloves and protective clothing (e.g., plastic aprons) should be used when cleaning working surfaces. Either utility or single-use gloves can be used. After use, utility gloves should be cleaned with soap and water and decontaminated with 0.5% sodium hypochlorite solution. Single-use gloves (e.g., nitrile or latex) should be discarded after each use.
- d) Keeping workplace clean-Regular cleaning and sanitisation of construction vehicles, toilets, and other enclosed spaces.
- e) COVID-19 communication and awareness-A Safe Work Procedure (SWP) for sharing of tools and equipment to include decontamination/ cleaning of such tools and equipment (What must happen with them before they exchange hands, When (frequency) and Who must clean them) The SWP must address the minimum number of workers during an activity to ensure compliance of the prevailing regulations on Social Distancing;
- f) Safety gatherings-Toolbox talk meeting to include COVID-19 awareness;
- g) Waste management- waste generation, separation and disposal- Waste such as Gloves, Masks (including dust masks) and tissue papers generated must be placed into waste bins with a lid and considered to be infectious waste. Thus, it must be disposed of as medical hazardous waste. These bins must be lined with a red refuse bag and labelled as infectious waste. The infectious waste must be separated at the point of generation, meaning that it must not be handled further until disposed properly. The infectious waste is stored separately from other wastes generated and should be secured to prevent accidental access or tampering. The collection, transportation and disposal must be done by an appointed/appropriate contractor/service provider timeously. Wastewater from washing hands must not be left to puddle or accumulate on the ground but should be guided to the sewer system or conservancy tanks. In remote sites borehole water may be used and soak away drains (the amount of water is low) may be the most practical option (Allowable Water uses in terms of Schedule 1 of the National Water Act) no licence required;

### Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

	<b>HEALTH AND SAFETY SPECIFICATION</b> <b>Professional Service Contracts</b>	<b>Template Identifier</b>	<b>240-73198256</b>	Rev	<b>2</b>	
		<b>Document Identifier</b>	<b>240-166910358</b>	Rev	<b>1</b>	
		<b>Effective Date</b>	<b>November 2021</b>			
		<b>Review Date</b>	<b>November 2024</b>			

h) Incident management and reporting of COVID-19 cases shall be reported to relevant occupational health medical practitioner (OHMP).”- When an employee, contractor, or visitor showing signs or symptoms of COVID-19 within the workplace:

i) Emergency response plan- The following contact number must be included on all sites emergency numbers For Transmission Division – Dr Sizwe Gazi- 083 556 4261, gazis@eskom.co.za as well as External response partners.

j) Process for monitoring- Safety Officers designated in writing shall monitor the implementation of recommended Health and Safety controls regarding the COVID-19 on site; The Contractor must monitor and maintain an adequate supply of disinfectants (for hand tools & equipment) and make sure that workers follow the decontamination process, hand washing with soap (minimum of 20 seconds with running water)/ sanitising (sanitizer must have a 70% alcohol base), and observing a safe working distance a per the SWP;

k) Consequence management- measures should be taken where an employee fails to follow government and site rules on COVID-19. Supervisors (contractor and client) must in consultation with the Safety Officer stop all activities that do not adhere to the COVID-19 SHE control measures put in place.

This is to ensure maximum protection against the virus for every member of the organization including workers, suppliers, visitors, subcontractors, members of public, etc. Contractors shall be audited by the Client on regular basis to ensure and enforce implementation of their management strategies.

**Public**

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.