

Occupational Health and Safety Baseline risk assessment													Next Review Date: (every 2 years)		31-Mar-21		Unique identifier	240-70044602										
Project/Dept:	Transmission OHS Base Line Risk Assessment												Prepared by:	Mathula Thulare		Authorized By:		Revision: 1										
Date:	23-Aug-22						Date: 2022/08/23										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				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/Non-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.	Risk Priority Rating		Monitoring Mechanisms	Control Owner	Legal and Other Requirements	Initial Target Date	Revised Target Date	Current Status				
List specific activities to be performed taking into consideration the equipment to be used, the personnel involved in the task.	#	A hazard is anything that is likely to lead to an event that will have an adverse impact on achieving an objective. A hazard can pose more than one risk.	#	A physical event occurs or could occur in relation to the hazard	Safety or health	Who is exposed to the hazard i.e. Employees, visitors, members of the public, etc.	The frequency and duration the person/group is exposed to the hazard e.g. Daily for 3 hrs.	What causes the risk to come into effect?	Who is accountable for making sure the controls and monitors are in place.	Indicate Yes or No if routine and No if non-routine. These statements include 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 - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring)	Consequence	Likelihood	RCE Risk Control Effectiveness	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 is agreed to, this can not be changed	Used it for any reason, a Target Date is revised. Use the Comments field to explain.	Pending, 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. Safe work instructions	4	3	II	Inspection records Medical surveillance programme Supervision Planned job observations	Lines & Servitude Manager	OHS Act 85 of 1993, NIH regulations, SANS 10083 and Eskom hearing conservation procedure, Incident Management Procedure 32-95					
			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. Toolbox talks. 4. Use of eye protection	4	3	II	F	1. Routine medical screening includes eye tests 2. Safe work instructions	4	2	III	Inspections Supervision Planned job observations	Lines & Servitude Manager	OHS Act 85 of 1993, COID act , Eskom Risk assessment procedure 32-520, Incident Management Procedure 32-95,					
			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 headaches, 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 hazardous chemical substances. 2. Task risk assessments. 3. Toolbox 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	III	Behavioural Safety Observations, Supervision	Lines & Servitude Manager	OHS Act 85 of 1993, HCS Regulations, Incident Management Procedure 32-95,					
			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. Toolbox talks. 4. Use of respiratory protective equipment	4	3	II	F	Periodic medical screening includes Pulmonary function tests Safe work instructions	4	2	III	Behavioural Safety Observations, Job observation, Supervision	Lines & Servitude Manager	OHS Act 85 of 1993, HCS Regulations, Incident Management Procedure 32-95,					
			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. Toolbox talks. 4. Tool box Talks	4	3	II	F	1. Planned job observations 2. Routine supervision 3. Safe work instructions	4	2	III	Behavioural Safety Observations, Job observation, Supervision	Lines & Servitude Manager	OHS Act 85 of 1993, Incident Management Procedure 32-95,					
			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 HIRA 2. Safe work Instructions	4	2	III	Behavioural Safety Observations, Job observation, Supervision	Lines & Servitude Manager	OHS Act 85 of 1993, Eskom Risk assessment Procedure, 32-520, Eskom SHEQ Policy 32-277, Incident Management Procedure 32-95, COID Act					
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. Toolbox 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 32-277, Incident Management Procedure 32-95, COID Act						
3	Snakes, ticks, mosquitoes, bees, spiders & scorpions	3.1	Bitten by snakes, ticks, mosquitoes, bees, spiders & scorpions	Health	Employees, Contractors	Once/Twice a month (+8 hrs a day)	Not wearing appropriate PPE including shin pads. Not doing appropriate Risk assessments.	Grid Manager	Yes	Bee stings, scorpion or poisonous snake bites leading to a medical incident, LTI or fatality.	1. Training and awareness of exposure to snakes and insects. 2. Task risk assessments. 3. Tool box talks 4. Use of appropriate PPE	5	3	II	F	1. Continuous awareness on exposure to snakes and insects 2. First Aid Training 3. Safe work instructions	5	3	II	Supervision Continuous risk assessment Training and awareness	Lines & Servitude Manager	OHS Act 85 of 1993, Eskom Risk assessment Procedure, 32-520, Eskom SHEQ Policy 32-277, Incident Management Procedure 32-95, COID Act						
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. 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. Safe work Instructions	4	2	III	Inspections, servicing, Medical surveillance programme	Lines & Servitude Manager	OHS Act 85 of 1993, NIH regulations, SANS 10083 and Eskom hearing conservation procedure, Incident Management Procedure 32-95, COID Act						
		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 assessments 4. Use of eye protection.	4	3	II	F	1. Supervision 2. Planned job observations 3. Inspection of equipment 4. BSO 5. Safe work Instructions	4	2	III	Inspections, servicing, Periodical Medical screening	Lines & Servitude Manager	OHS Act 85 of 1993, COID Act, Eskom Risk assessment procedure 32-520, Incident Management Procedure 32-95,						
		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 headaches, 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. MDS	4	3	II	F	1. Continuous awareness on the use of petrol 2. Safe work Instructions	4	2	III	Behavioural Safety Observations Supervision Periodical Medical screening	Lines & Servitude Manager	OHS Act 85 of 1993, HCS Regulations, Incident Management Procedure 32-95, COID Act						
		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. Toolbox talks 4. Use of respiratory protective equipment	4	3	II	F	1. Periodic medical screening includes audiometric tests 2. Safe work Instructions	4	2	III	Behavioural Safety Observations, Job observation, Supervision	Lines & Servitude Manager	OHS Act 85 of 1993, HCS Regulations, Incident Management Procedure 32-95						
		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						
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. Toolbox 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, 1993 Environmental Regulations for workplaces, Eskom risk assessment procedure 32-520, Incident Management Procedure 32-95, COID Act						
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 gloves. 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, Incident Management Procedure 32-95						
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. Consultation with farmers for the allocation of ranges 2. Task risk assessment 3. Tool box talks	5	1	III	F	1. Authorisation to perform work 2. Allocation of farm Rangers 3. Supervision	5	1	III	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						
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. Training and awareness of using Portable electrical tools. 2. Task risk assessments and checking the portable electrical tools 3. Occupational Hygiene Surveys 4. Safe work Instructions	4	3	II	F	1. Periodic medical screening includes audiometric tests 2. Task risk assessments of equipment 3. Occupational Hygiene Surveys 4. Safe work Instructions	4	2	III	Inspections, servicing, medical surveillance programme	Lines & Servitude Manager	OHS Act 85 of 1993, NIH regulations, SANS 10083 and Eskom hearing conservation procedure, Incident Management Procedure 32-95, COID Act						
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																

			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 vendal 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	8	F		1. Periodical medical screening includes eye tests	4	2	III	Routine medical screening includes eye tests Safe work instructions	Lines & Servitude Manager	OHS Act 85 of 1993, Electrical Machinery Regulations, Incident Management Procedure 32-95, COID Act		
			9.3	Minor cuts or serious body injury	Safety	Employees, Contractors	Three times a year (+8 hrs a day)	Failure to conduct a proper risk assessment.	Grid Manager	Yes	Damage or a loss of limb resulting in amputation leading to a medical incident or LTI.	1. Training and awareness on the use of portable electrical equipment. 2. Task risk assessments. 3. Tool box talks	4	3	8	F		1. Planned job observations 2. Safe work instructions	4	2	III	Behavioural Safety Observations, Supervision	Lines & Servitude Manager	OHS Act 85 of 1993 , Electrical Machinery Regulations, Incident Management Procedure 32-95, COID Act		
			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	8	F		1. Sharing of Lessons learnt from past or recent incidents 2. Inspections of portable electrical tools 3. SSO 4. Supervision	5	1	III	Behavioural Safety Observations, Supervision, Incident records	Lines & Servitude Manager	OHS Act 85 of 1993, Electrical Machinery Regulations, Incident Management Procedure 32-95, COID Act		
	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 equipng 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		
	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 location of Rangers 2. Communication with farmers before entering the sites 3. Tool box talk and task risk assessment	5	1	III	F		1. Authorization by the farmer to perform work 2. Allocation of Rangers from the farmer 3. Supervision	5	1	III	Job observation, Supervision	Lines & Servitude Manager	OHS Act 85 of 1993, COID act , Eskom Risk assessment procedure 32-520, Incident Management Procedure 32-95		
	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	8	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		
	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. Not 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. Tool Box Talks 4. Use of appropriate PPE 5. Apply sunscreen	4	3	8	F		1. Sharing of Lessons learnt from past or recent incidents 2. Continuous awareness on working on extreme weather conditions 3. Rest periods 4. Periodic medical screening 5. Supply of drinking water	4	3	II	Supervision and Job observations	Lines & Servitude Manager	OHS Act 85 of 1993, COID Act, Eskom Risk assessment Procedure, 32-520, Incident Management Procedure 32-95		
	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. PROBLEMS arising from 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	5	2	8	F		1. Continuous awareness raised on the Work at heights procedure whenever there is a review 2. Conducting SSO 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		
	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 bites and stings 2. Task risk assessments. 3. Tool Box Talks 4. Use of appropriate PPE	5	3	8	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 Office (TCO) Pre-Preparedness Plan, 240-109022748, Incident Management Procedure 32-95		
Application of Herbicides	17	Herbicides	17.1	Skin contact	Health	Employees, Contractors	Once a week (+8 hrs a day)	Not wearing appropriate PPE while mixing or applying herbicides, not following manufacturers specifications on the MSDS	Grid Manager	Yes	Skin damage temporary or permanent leading to a medical incident or LTI. Could Lead to skin cancer.	1. Chemical inventory should be in place 2. MSDS's for all herbicides available 3. Correct PPE issued 4. Tools Box Talks	4	3	III	F		1. Continuous awareness on the safe use of herbicides 2. SSO 3. Supervision	4	2	III	Supervision, Behavioral safety Observations	Lines & Servitude Manager	OHS Act 85 of 1993, COID Act, Transmission Central Office (TCO) Pre-Preparedness Plan, 240-109022748, Incident Management Procedure 32-95, COID Act		
			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. Correct PPE issued 2. Chemical inventory should be in place 3. MSDS's for all herbicides available 4. Tools Box Talks	4	3	8	F		1. Continuous awareness on the safe use of herbicides 2. Periodic medical screening 3. SSO	4	2	III	Supervision, Behavioral safety Observations	Lines & Servitude Manager	OHS Act 85 of 1993, HCS Regulations, Incident Management Procedure 32-95, COID Act		
			17.1	Ergonomic stress of carrying back spray	Safety	Employees, Contractors	Once a week (+8 hrs a day)	By carrying heavy weight for a long time . Not taking adequate breaks	Grid Manager	Yes	Medical incident or LTI, muscular skeletal disorder	1. Training and awareness on the use of Back sprays 2. Task risk assessments. 3. Tool box talks 4. Use of appropriate PPE	4	2	III	F		1. Sharing of Lessons learnt from past or recent incidents 2. Continuous awareness on the correct use of back spray 3. SSO	4	2	III	Behavioural Safety Observations, Supervision	Lines & Servitude Manager	OHS Act 85 of 1993, COID Act, Incident Management Procedure 32-95		
Line maintenance	18	Climbing of Towers	18.1	Falling from Heights	Safety	Employees	Daily (6 - 8 hrs a day)	Not Wearing appropriate PPE including fall arrest system, Not doing proper Risk assessments. Not Hooking up at Heights.	Grid Manager	Yes	Temporary or permanent body injury leading to a medical incident or LTI or could result in fatality.	1. Training and awareness of tower inspections. 2. Task risk assessments. 3. Use of appropriate PPE 4. Fall protection plan	5	3	8	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, fall arrest procedure, 32-418, Incident Management Procedure 32-95		
			18.2	Electrical contact	Safety	Employees	Daily (6 - 8 hrs a day)	Not doing proper Risk assessments. Getting too close to live conductors. Not wearing correct PPE.	Grid Manager	Yes	Temporary or permanent body injury leading to a medical incident or LTI or could result in fatality.	1. Training and awareness of tower inspections. 2. Task risk assessments. 3. Tool Box Talks 4. Use of appropriate PPE 5. Permit to work 6. Plan job observation	5	3	8	F		1. Sharing of Lessons learnt from past or recent incidents 2. Supervision 3. Plan job observation 4. Job planning procedure 5. ORHS	5	2	II	BSO report analysis, job observations and inspection reports	Lines & Servitude Manager	OHS Act 85 of 1993, General Safety Regulations, Working at heights procedure, 32-418, Incident Management Procedure 32-95		
	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-locating Life saving rails 5. Using appropriate PPE (Fall arrest system and rescue kit).	5	3	III	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, job observations and inspection reports	Lines & Servitude Manager	OHS Act 85 of 1993, COID Act, Life saving rules, fall arrest procedure, 32-418, Incident Management Procedure 32-95		
			19.2	Extreme Temperatures	Health	Employees	Once/Twice a month (+8 hrs a day)	Not Wearing appropriate PPE including hats, sun block creams in hot weather. In cold weather not using appropriate warm jackets and clothing. Not doing proper Risk assessments.	Grid Manager	Yes	Temporary or permanent body illness	1. Awareness on working in extreme temperatures 2. Task risk assessments. 3. Tool Box Talks 5. Use of appropriate PPE	4	3	8	F		1. Sharing of Lessons learnt from past or recent incidents 2. Continuous drinking of water	4	1	IV	Job observation, Supervision and Medical surveillance	Lines & Servitude Manager	OHS Act 85 of 1993, Environmental Regulations and COID Act, Incident Management Procedure 32-95		
Business travelling	20	Other negligent road users	20.1	Injury or fatality to employees or 3rd party	Safety	Employees, Members of the Public.	Daily (6 - 8 hrs a day)	Continuous risk assessment, Safe Driver awareness(Road rage, avoiding reckless drivers, Giving way irrespective of being right)	Grid Manager	Yes	Temporary or permanent body injury leading to a medical incident or LTI, could result in fatality.	1. Driver training. 2. Pre trip inspections 3. Defensive driver training	5	4	1	P		1. Continuous awareness on the correct use of vehicle and driver safety	5	4	1	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		
			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	1	P		1. Continuous awareness raised on hijacking and vigilance while driving	5	4	1	Driver evaluations road risk assessment and Vehicle yearly inspection, sharing of lessons learnt from previous or recent incidents	Departmental manager	Vehicle and Driver safety management procedure, 240-62946386, Risk assessment procedure, 32-520, Incident Management Procedure 32-95		
			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	1	P		1. Continuous awareness raised on the health and wellness of employees	4	4	1	Manager one on one with employees to determine the health and wellness of employees	Departmental manager	OHS Act 85 of 1993, COID Act, Vehicle and driver safety procedure, 240-62946386, Risk assessment procedure, 32-520, Incident Management Procedure 32-95		
			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	8	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		
	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	8	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		
	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	8	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		
	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. Protests safety alerts	4	4	1	P		1. Continuous awareness raised on listening to protests alerts when undertaking a trip and encourage the use of alternative roads	4	2	III	Create alerts on service delivery alerts/ Demonstrations/ Radio alerts and awareness	Departmental manager	Eskom Risk assessment Procedure, 32-520		
	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	1	P		1. Taking necessary action. 2. Continuous awareness on over speeding	4	2	III	Driver risk profile	Departmental manager	OHS Act 85 of 1993		

	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.		
	29	Destinations 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	II	P	1. Continuous monitoring of Drive cams 2. Safety promotion actions 3. Continuous awareness on the dangers of cell use while driving	4	2	III	Monitoring Mechanisms on Drive cams	Lines & Services Manager	OHS Act 85 of 1993, Vehicle and Driver safety procedure, 240-62946386, Incident Management Procedure 32-52, COID Act		
	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	II	P	1. Create awareness on vehicle driver safety and psychological stress	4	2	III	Pre-task Employee/ supervisor one on one discussions	Lines & Services Manager	OHS Act 85 of 1993, Vehicle and Driver safety procedure, 240-62946386, Incident Management Procedure 32-95, COID Act		
			30.2	Collision with an object while reversing	Safety	HV Plant & Secondary personnels	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 background 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 - 240-62196227 Vehicle		
			30.3	Non-adherence to road safety rules	Safety	HV Plant & Secondary personnels	Daily	1. Negligence and recklessness 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 Mit Telematics System and encourage good driving 2. Drivers are limited to three people per vehicle as per TEXCO decision 3. Implement a programme to prevent trips and falls resulting from crossing cables 4. Provide and use skinning's or cable holders to keep cables together	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 behavior	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. 90 of 1996)		
Office Administrative activities	31	Electrical and network cords, Peeling floor carpets	31.1	trip and falls	Safety	Office occupants	Daily, 8 hours	When they are crossing around, and not in a holder or skinning, and people walks on them, Carpets peeling off up	Grid Manager	Yes	Slips, Trips and Falling	1. Provide awareness of the dangers associated with the hydro bolts	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		
	32	Hydro bolts	32.1	Burns	Safety	Kitchen users	occasionally, +/- 6 hours	Attention distortion when a person is filling up a cup. Possibility of hot water splashing out of the hydro bolt. Hot water coming out of the breather	Grid Manager	Yes	skin injuries	1. Make employees aware of the dangers associated with the hydro bolts	4	1	IV	P	2. Maintenance of existing control	4	2	III	1. OHS Inspections 2. Behavioural safety Observations	Departmental manager	OHSAct, Eskom SHEQ policy 32-727,OHS Baseline Risk Assessment 32-520, COID Act, Eskom incident management procedure 32-95		
	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	Unpleasant luminance and different contrast may cause a visual condition where there is discomfort as well as a reduced ability to see identifiable objects. The presence of glare may lead to discomfort and impairment of vision. Flickering lights can cause visual discomfort.	1. Employees should be encouraging to reduce exposure times by taking few breaks from the computer 2. Ensure illumination surveys are conducted and report deviations.	3	3	II	P	1. Conduct periodic visual inspections on light fittings to ensure early detection of defective lights and maintenance lamps thereof 2. Conduct lighting survey	3	2	II	1. Illumination surveys, OHS inspections	Departmental manager	OHS Act 85 of 1993, Eskom SHEQ policy 32-727,OHS Baseline Risk Assessment 32-520		
			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 impaired vision. Glare reflecting can induce visual discomfort, headache and stroboscopic effects (optical illusions) particularly in sensitive individuals.	1. Following Standard Ergonomic standards and procedures 2. Awareness and training 3. Occupational Hygiene programme	3	2	II	I	1. Restranging 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		
	34	Workstation layout, Visual Display Units and PCs	34.1	Ergonomics	Health	Employees working in offices	Daily, 8 hours	Workstation designs incompatible with PC, office layout causing obstructions in the event of emergency	Grid Manager	Yes	Falling and body injuries, Back, neck, eye and shoulder strain	1. Safety inspection reports 2. BSOs 3. Monthly SHE Rep inspections are conducted 4. Ergonomics and office safety training	3	3	II	P	1. Training on correct postures to prevent awkward postures, sustained neck flexion or rotation, shoulder abduction or flexion, elbow elevation, elbow flexion, wrist or hand rotation, neck rotation 2. Provide height adjustable chairs with good lumbar support 3. Encourage employees to place their photocopy machines outside office or far away from the office to improve good indoor air quality	3	2	III	Ergonomics Survey, BSO, OHS inspections	Departmental manager	OHS Act 85 of 1993, COID Act, Eskom SHEQ policy 32-727,OHS Baseline Risk Assessment 32-520		
	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, Eye irritation, Headache, Nasal irritation, Dizziness, and Nausea. The route of exposure to indoor air quality problem is through inhalation.	1. Extraction systems in the office and air circulation	2	3	III	P	1. Improve the efficiency of the ventilation extractive system 2. Encourage employees to place their photocopy machines outside office or far away from the office to improve good indoor air quality	2	2	IV	Indoor Air Quality survey	Departmental manager	OHS Act 85 of 1993, COID Act, Eskom SHEQ policy 32-727,OHS Baseline Risk Assessment 32-520		
	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. Identify any employees reacting to cleaning agents 2. Reinforce their workstations or accommodate them such that they are not exposed to cleaning agents 3. Ensure the ready availability of Materials Safety Data Sheets for all the cleaning agents	2	3	III	N	1. Encourage employees to take air breaks outside the building while cleaning takes place 2. Encourage employees to take air breaks outside the building while cleaning takes place	2	2	IV	Medical surveillance, OHS inspections	Departmental manager	OHS Act 85 of 1993, Eskom SHEQ policy 32-727,OHS Baseline Risk Assessment 32-520, COID Act		
	37	The use of Staircases	37.1	Possible falling	Safety	Employees, Contractors and Visitors	Daily, 8 hours	1. Frequent use of stairs to descend or ascend stairs 2. Not using handrails when ascending or descending the stairs	Grid Manager	Yes	Possible Injury and Fatality	1. Awareness raised on the use of handrails when ascending or descending stairs 2. Signage placed next to staircases	4	3	II	F	1. Continuous awareness raised on the safe use of staircases	4	2	III	Behavioural safety Observations, VFL	Departmental manager	OHS Act 85 of 1993, COID Act, Risk assessment procedure 32-520		
	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. Restrict access 4. Emergency preparedness procedure 5. Awareness	3	3	II	P	1. Continuous awareness raised on Good housekeeping practices	3	2	III	Auditing and inspections	HV Plant Manager	OHS Act 85 of 1993, COID Act, Risk assessment procedure 32-520		
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 safe access procedures, Inappropriate PPE, Failure to observe ORHVS, 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 or could result in fatality.	1. Training and awareness of ORHVS and operating procedures 2. Task risk assessments 3. Tool box talks 4. Buddy system - brothers keeper 5. Re-enforcing of live saving rules 6. Training and awareness for working on heights	6	3	II	P	1. Sharing of Lessons learnt from past or recent incidents	6	3	I	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.		
			39.2	Falling from Height (Inspection of GIS)	Safety	HV Plant (Artisans)	2 to 3 times a week	Failure to do proper Risk Assessment, In appropriate PPE, or no FAS, non adherence to life saving rules, Distraction, lack of skills	Grid Manager	Yes	Temporary or permanent body injury/ leading to a medical incident or LTI or could result in fatality.	1. Task risk assessments 2. Task risk assessments 3. Tool box talks 4. Buddy system - brothers keeper 5. Re-enforcing of live saving rules 6. Training and awareness for working on heights	5	3	II	P	1. Sharing of Lessons learnt from past or recent incidents	5	2	II	Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act 85 of 1993 COID Act , Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95, Eskom Maintenance of HV		
			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 of exposure to snakes, bees, insects & scorpions. 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 from 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.		
	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, 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 of exposure to snakes, bees, insects & scorpions. 2. Task risk assessments 3. Tool Box Talks 4. Use of appropriate PPE	4	3	II	F	1. Sharing of Lessons learnt from past or recent incidents	4	2	III	1. Continuous awareness on extreme temperatures and its effects 2. 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.		
	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, 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 from past or recent incidents	5	3	II	1. Continuous awareness on the extreme temperatures and its effects 2. 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.		
	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 earwax 2. Task risk assessments 3. Tool Box Talks 4. Use of appropriate PPE	4	3	II	P	1. Sharing of Lessons learnt from past or recent incidents	4	2	III	Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act 85 of 1993 COID Act , Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95.		
			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 from past or recent incidents	4	2	III	Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act 85 of 1993 COID Act , Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95.		
			42.3	Minor or serious body injury	Safety	HV Plant (Artisans)	2 to 3 times a week	Failure to do proper Risk Assessment, In appropriate PPE, non adherence to life saving rules, faulty plant equipment, Distraction, lack of skills	Grid Manager	Yes	Minor or serious damage to fingers/hand leading to a medical incident or LTI.	1. Training and awareness of manually opening/closing links. 2. Task risk assessments 3. Tool Box Talks 4. Use of appropriate PPE	4	3	II	P	1. Periodic medical screening tests	4	2	III	Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act 85 of 1993 COID Act , Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95.		
			42.4	Electrical contact	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, Distraction, lack of skills	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 from 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.		

		44.3	Over pressuring -causing primary fault e.g. bhar fault in GIS switching gear	Safety	HV Plant (Artisans)	ONCE/twice a week (+8 hrs a day)	Inadequate skills/training	Grid Manager	Yes	Temporary or permanent body injury leading to a medical incident or LTI or could result in fatality.	1. Training and awareness of SF6 gas. 2. Task risk assessments. 3. Tool box talks 4. Use of appropriate PPE	5	3	II	F	1. Sharing of Lessons learnt form past or recent incidents	5	2	II	Yellow	Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act 85 of 1993, HCS Regulations, Incident Management Procedure 32-95, Eskom Risk Assessment Procedure 32-25, Incident Management Procedure 32-25		
	45	Oil (breaker/ transformer)	45.1 Skin contact	Safety	HV Plant (Artisans)	ONCE/twice a week (+8 hrs a day)	Not wearing appropriate safety gloves	Grid Manager	Yes	Skin damage temporary or permanent leading to a medical incident or LTI or Leading to skin cancer.	1. Training and awareness of equipment specific including handling. 2. Task risk assessments. 3. Tool box talks 4. Use of appropriate PPE	4	3	II	F	1. Sharing of Lessons learnt form past or recent incidents	4	2	III	Blue	Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act 85 of 1993 COID Act , Risk assessment procedure, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-25		
		45.2 Exposure to PCB	Safety	HV Plant (Artisans)	ONCE/twice a week (+8 hrs a day)	Inadequate skills/training. Not wearing signs/sticker of oil containing PCB's.	Grid Manager	Yes	Temporary or permanent body injury leading to a medical incident or LTI.	1. Training and awareness of equipment specific including handling of PCB's. 2. Task risk assessments. 3. Tool box talks 4. Use of appropriate PPE	4	3	II	F	1. Breaker and transformer maintenance 2. Training 3. Environmental awareness on PCB	4	2	III	Blue	Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act 85 of 1993 COID Act , Risk assessment procedure, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-25			
Transformer Maintenance	46	Silica gel /hand cleaner/ grease	46.1 Skin contact	Health	HV Plant (Artisans)	ONCE/twice a week (+8 hrs a day)	Inadequate skills/training	Grid Manager	Yes	Ingestion. 1.Eye irritation, delirium and irritation of the skin prolonged exposure may cause dermatitis. 3.Swallowing may cause diastasis, gastrointestinal irritation, diarrhoea, nausea, and vomiting.	1. Training and awareness of equipment specific including handling of chemicals 2. Task risk assessments. 3. Tool box talks 4. Use of appropriate PPE	4	3	II	F	1. Sharing of Lessons learnt form past or recent incidents	4	2	III	Blue	Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act 85 of 1993, HCS Regulations, Incident Management Procedure 32-95, Eskom Risk Assessment Procedure, 32-25, Eskom SHEQ Policy, 32-727,		
		46.2 Inhalation of chemical fumes	Health	HV Plant (Artisans)	ONCE/twice a week (+8 hrs a day)	Not wearing breathing apparatus	Grid Manager	Yes	1. Nose effects are eye, nose, throat and lung irritation, headaches, light headedness, and vomiting. 2. Allergic people becomes more susceptible to what they are allergic to, inflammation of the lungs which may aggravate chronic respiratory conditions.	1. Training and awareness of equipment specific including management/handling of chemicals 2. Task risk assessments. 3. Tool box talks 4. Use of appropriate PPE	4	3	II	F	1. Sharing of Lessons learnt form past or recent incidents	4	2	III	Blue	Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act 85 of 1993, HCS Regulations, Incident Management Procedure 32-95, Eskom Risk Assessment Procedure, 32-25, Eskom SHEQ Policy, 32-727,			
	47	HV yard	47.1 Slips, trips & falls	Safety	HV Plant (Artisans)	ONCE/twice a week (+8 hrs a day)	Inadequate skills/training. Poor Risk Assessments	Grid Manager	Yes	Temporary or permanent body injury leading to a medical incident or LTI.	1. Training and awareness of ORHVS reg. 2. Task risk assessments. 3. Use of appropriate PPE 4. Tool Box Talks	4	3	II	F	Sharing of Lessons learnt form past or recent incidents	4	2	III	Blue	Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act, Training on HV Yard Inspections, Incident Management Procedure 32-95		
Plant Maintenance: Transformers, Reactors, Isolators, HV Breakers, Valve Tanks, Currents Transformer and Voltage Transformer, building maintenance, lighting maintenance, trench covers	48	Working at heights using a ladder	48.1 Falling from a ladder	Safety	HV / Secondary Plant personnel & Contractors	Employees - Daily Contractors - as per contract	1. Inadequately or not secured when working at heights 2. Violation of life-saving rule: Working at Heights 3. Inadequate risk assessment 4. Inadequate inspection of	Grid Manager	Yes	1. Fatality 2. Lost Time Injury 3. Medical Incident	1. Valid fitness for duty certificate 2. Issue and inspect fall arrest equipment to trained personnel 3. Valid fall arrest heights certificate 4. Verify if ladder is in good condition before use	5	2	II	F	1. Share learnings from incidents and implement recommendations if applicable. 2. BSO 3. Planned job observations 4. Fall protection plan	5	2	II	Yellow	HV Plant & Secondary HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative			
	49	Working at heights using scaffolding	49.1 Falling	Safety	Employees and Contractors	Employees - Daily Contractors -Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	1. Lack or inadequate inspection of equipments (defective or damaged) 2. Inadequate PPE 3. Lack of concentration 4. Inadequate Risk assessment	Grid Manager	No	1. Fatality 2. Lost Time Injury 3. Medical Incident	1. Scaffolding to be erected and inspected in accordance with SANS Standard. 2. All employees working on scaffolding must wear fall protection and tie onto structure or guard rail.	5	1	III	P	1. Contractors to be inspected for compliance by the Safety Department. 2. Scaffolding to be erected and inspected in accordance with SANS Standard. 3. Share learnings from incidents and implement recommendations if applicable. 3. BSO 4. Planned job observations	5	1	III	Blue	HV Plant & Secondary HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative			
	50	Working at heights mobile working elevated platforms (MWEP) / skyjack	50.1 Falling from scaffolding	Safety	HV / Secondary Plant personnel & Contractors	Employees and Contractors -Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	1. Lack or inadequate inspection of equipments 2. Medical defect or failure of equipment 3. Lack of concentration (collision)	Grid Manager	No	1. Fatality 2. Lost Time Injury 3. Medical Incident	1. Valid fitness for duty certificate 2. Load test certificates of MWEP / Skyjack 3. All employees working on MWEP / Skyjack must wear fall protection and tie onto guard rail.	5	2	II	F	1. Observations	5	2	II	Yellow	HV Plant & Secondary HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative			
Plant Maintenance: Transformers, Reactors, Isolators, HV Breakers, Valve Tanks, Currents Transformer and Voltage Transformer	51	Contact with electricity	51.1 Electrocution / Electric Shock	Safety	HV / Secondary Plant personnel & Contractors	Employees - Daily Contractors -Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	1. Violation of ORHVS 2. Exposure to live parts of the equipment or machinery 3. Inadequate or inappropriate training	Grid Manager	Yes	1. Fatalities 2. Lost Time Injury 3. Medical Incident	1. ORHVS regulations in HV areas 2. Persons authorized in terms of ORHVS 3. Life saving rules 4. Authorised person has certified and shown all team members that the apparatus is safe to work on.	5	4	II	P	1. Contractors to be inspected for compliance by the Safety Department. 2. Share learnings from incidents and implement recommendations if applicable. 3. BSO 4. Planned job observations	5	4	II	Yellow	HV Plant & Secondary HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative			
Plant Maintenance: Building, lighting, security fence, aircells, control equipment maintenance	52	Contact with electricity	52.1 Electrocution / Electric Shock	Safety	HV / Secondary Plant personnel & Contractors	Employees - Daily Contractors - as per contract	1. Violation of LV regulations 2. Exposure to live parts of the equipment or machinery 3. Inadequate or inappropriate training 4. Working on or near	Grid Manager	Yes	1. Fatalities 2. Lost Time Injury 3. Medical Incident	1. Pre-task risk assessment to identify all risks and hazards 2. Adhere to LV regulations 3. Test before touch 5. Right to refuse to perform work in unsafe environment	5	4	II	P	1. Contractors to be inspected for compliance by the Safety Department. 2. Share learnings from incidents and implement recommendations if applicable. 3. BSO 4. Planned job observations	5	4	II	Yellow	HV Plant & Secondary HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative			
Plant Maintenance: Transformers, Reactors, Isolators, HV Breakers, Valve Tanks, Currents Transformer and Voltage Transformer, Workshop, Maintenance Hall, Oil storage areas	53	Oil	53.1 Body contact and Slip, trip and fall	Health	HV / Secondary Plant personnel & Contractors	Employees - Daily Contractors -Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	1. Poor house keeping 2. Lack of inadequate inspection of equipments 3. Inadequate PPE 4. Lack of concentration 5. Inadequate Risk assessment	Grid Manager	Yes	1. Lost Time Injury 2. Medical Incident	1. Lost Time Injury 2. Medical Incident 3. First Aid	3	3	II	P	1. Implementation of Human Performance Tools	3	2	IV	Green	HV Plant & Secondary HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 (COID) - Environmental Regulations for Workplaces, 1987			
Plant Maintenance: Transformers, Reactors, Isolators, HV Breakers, Valve Tanks, Currents Transformer and Voltage Transformer, Building, lighting, security fence, aircells, control equipment maintenance, weeding	54	Ergonomics stress	54.1 Body strain, back and neck injuries, muscle injuries	Health	HV / Secondary Plant personnel & Contractors	Employees - Daily Contractors -Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	1. Aversion toward postures 2. Poor illumination 3. Visual demand which might cause eye fatigue 4. Reaching strain while working on computers 5. Prolong Sitting 6. Unidy work space	Grid Manager	Yes	1. Lost Time Injury 2. Medical Incident	1. Conducted ergonomics and lighting survey 2. Tea / lunch breaks as per COS 3. House keeping	4	3	II	P	1. Supply elevated laptop stands 2. BSO	4	2	III	Blue	HV Plant & Secondary HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 (COID) - Environmental Regulations for Workplaces, 1987			
Plant Maintenance: Transformers, Reactors, Isolators, HV Breakers, Valve Tanks, Currents Transformer and Voltage Transformer, Workshop and Voltage, building, lighting, security fence, aircells, control equipment maintenance, weeding	55	Bites, ticks, mosquitoes, bees, spiders & scorpions	55.1 Bitten by snakes, ticks, mosquitoes, bees, spiders & scorpions	Health	HV / Secondary Plant personnel & Contractors	Employees - Daily Contractors -Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	1. Not wearing appropriate PPE 2. Not doing appropriate Risk assessments.	Grid Manager	Yes	1. Fatality 2. Medical 3. First Aid	1. Training and awareness of exposure to snakes and insects (Induction) 2. Use of appropriate PPE	5	3	II	P	1. Continuous awareness on snakes and insects 2. Sharing of lessons learned from previous or recent incidents	5	3	II	Yellow	HV Plant & Secondary HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 (COID) - Environmental Regulations for Workplaces, 1987			
Plant Maintenance: Transformers, Reactors, Isolators, HV Breakers, Valve Tanks, Currents Transformer and Voltage Transformer, Building, Control equipment maintenance, Weeding	56	Exposure to excessive cold and heat depending on season causing thermal stress.	56.1 Sun burns, heat stroke, frost bites	Health	HV / Secondary Plant personnel & Contractors	Employees - Daily Contractors -Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	1. Ultra-violet radiation from the sun 2. Inadequate weather Conditions (extreme cold / hot conditions) 3. Failure of airconditioning plant 4. Not wearing proper PPE	Grid Manager	No	1. Lost time injury 2. Medical	1. Reset appropriate and appropriate PPE 2. Pre-task risk assessment to identify all risks and hazards 3. Most frequent resting periods should be taken for extreme heat / cold condition 4. Continuous drinking of water when working	3	3	II	F	1. BSO's 2. Supervision 3. Continuous awareness on excessive heat effects	3	3	II	Yellow	Secondary Plant Supervisor	- 240 -700 Standard for Internal Quality Assurance Management of the Eskom Occupational Hygiene Inspection Authority			
Plant Maintenance: Transformers, Reactors, Isolators, HV Breakers, Valve Tanks, Currents Transformer and Voltage Transformer, Weeding	57	Slips, trips and fall	57.1 Falling	Safety	HV / Secondary Plant personnel & Contractors	Employees - Daily Contractors -Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	1. Poor house keeping 2. Lack of inadequate inspection of equipments 3. Inadequate PPE 4. Lack of concentration 5. Inadequate Risk assessment	Grid Manager	Yes	1. Lost Time Injury 2. Medical Incident	1. Safety / prevent slips and falls	4	3	II	F	1. Sharing of Lessons learnt form past or recent incidents 2. Implementations of Human Performance Tools	4	2	III	Blue	HV Plant & Secondary HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative			
Plant Maintenance: Transformer, Reactors, Compressor house, Workshop, Workshop (Tools and machinery)	58	Noise	58.1 Noise Induced Hearing loss	Health	Eskom Employees	Employees - Daily Contractors -Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	1. Fluctuating constant noise from machinery. 2. Infection hearing protection device.	Grid Manager	Yes	1. Medical	1. Refresher training on ear protective device. 2. Periodic medical screening to be done by picking signs 3. Share learnings from incidents and implement recommendations if applicable.	3	1	IV	P	1. Observations	3	1	IV	Green	HV Plant & Secondary HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - Noise Induced Hearing Loss Regulations, 2003 - Compensation for			
HV Plant Workshop	59	Welding (HV Plant)	59.1 Arc eyes , burns,electrocution,fumes,eye injury	Safety	HV Plant personnel	Employees - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	1. Working without appropriate PPE 2. Lack of training and knowledge 3. Inadequate house keeping 4. Inadequate Risk assessment	Grid Manager	No	1. Lost Time Injury 2. Medical Incident 3. First Aid	1. Lost time injury 2. Medical 3. First Aid	4	3	II	P	1. Inspections in the workshop 2. Welding baricating for other employees 3. Maintenance of equipment / machinery 4. Implementation of Human Performance Tools	4	1	III	Blue	HV Plant & Secondary HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative			
	60	Grinding, Drilling, Cutting, Assembling, Disassembling, Servicing	60.1 Cutting, burning, abrasive injuries	Safety	HV / Secondary Plant personnel	Employees - Daily Contractors -Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	1. Exposure to moving parts of equipment or machinery 2. Lack of training and knowledge 3. Inadequate house keeping 4. Using the incorrect tools for	Grid Manager	No	1. Lost Time Injury 2. Medical Incident 3. First Aid	1. Lost Time Injury 2. Medical Incident 3. First Aid	4	3	II	P	1. Monthly inspections in the workshop 2. Lock out equipment / machines for staff that are untrained to use 3. Maintenance of equipment / machinery 4. Implementation of Human Performance Tools	4	1	III	Blue	HV Plant HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative			
HV Plant Workshop, Stores, Maintenance Hall, Valve Cooling Enclosure	61	Hoisting and rigging	61.1 Object being lifted falls	Safety	HV Plant personnel	Employees and Contractors -Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	1. Not properly securing the load 2. Lack of training and knowledge 3. Inadequate house keeping 4. Lack of concentration	Grid Manager	No	1. Fatality 2. Lost Time Injury 3. Medical Incident	1. Training and awareness of rigging and hoisting 2. Task risk assessments. 3. Tool box talks 5. Use of appropriate PPE	5	3	II	P	1. Monthly inspections in the workshop 2. Lock out equipment / machines for staff that are untrained to use 3. Maintenance of equipment / machinery	5	3	II	Yellow	HV Plant HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative			
Operating equipment (HV Plant) Test Equipment (Secondary Plant)	62	Operating and testing	62.1 Electrocution, electric shock, explosion	Safety	HV / Secondary Plant personnel	Employees - Daily Contractors -Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	1. Defective operating and test equipment 2. Lack of training and knowledge 3. Inadequate operating and test equipment 4. Lack of concentration	Grid Manager	No	1. Fatality 2. Lost Time Injury 3. Medical Incident	1. Inadequate risk assessment 2. Inadequate PPE 3. Lack of concentration 4. Failure to adhere to standards, procedure and instructions	5	3	II	P	1. Share learnings from incidents and implement recommendations if applicable. 2. BSO 3. Planned job observations	5	3	II	Yellow	HV / Secondary Plant HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative			
DC system maintenance	63	Battery bank and Charger (Secondary Plant)	63.1 Electrocution / shock	Safety	HV / Secondary Plant Employees	Employees - Daily Contractors -Short periods of time, a few times per																			

		64.2	Thermal stress (cold and heat depending on season) during vegetation management	Health	Bush clearing contractors and Eskom HV Plant employees	Once/Twice a month (+8 hrs a day)	Ultra-violet radiation from the sun, Heat rashes, Heat stroke, Heat exhaustion, Heat syncope, Heat cramps, Hypothermia	HV Plant Manager	No	Medical LTI	1. Awareness on working in extreme temperatures 2. Task risk assessments. 3. Tool Box Talks 5. Use of appropriate PPE 6. Drinking enough water	4	3	II	F		1. Sharing of Lessons learnt from past or recent incidents 2. Continuous drinking of water 3. Safe work instructions	4	1	IV	Surveys Audit	Inspection	HV Plant Supervisor	- Occupational Health and Safety Act, Act 85 of 1993 (OHS Act) - Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 (COIDA) - Environmental Regulations for Workplaces, 1987 - General Safety Regulations, 1986 - General Administrative Regulations, 2003				
		64.3	Use of brush cutter may result in noise exposure	Health	Bush clearing contractors and Eskom HV Plant employees	6 months per year	- Inadequate or lack of training on noise sources and control measures. - Infection hearing protection device - Foulsmelling and constant noise from machinery. - Inadequate maintenance and inspection	HV Plant Manager	No	Medical Incident LTI Occupational Disease	1. Issue approved and appropriate PPE 2. Zone high noise areas in the plant by placing signage 3. Pre-task risk assessment to identify all risks and hazards 4. Medical surveillance which include hearing test 5. Share the noise survey reports with all employees 6. Periodic medical screening	4	3	II	P		1. Refresher training on ear protective device. 2. Periodic medical screening to be done by employees 3. Share learnings from incidents and implement recommendations if applicable.	4	1	IV	Surveys Audit	Inspection	HV Plant Supervisor	- Occupational Health and Safety Act, Act 85 of 1993 (OHS Act) - Noise-induced Hearing Loss Regulations, 2003 - Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 (COIDA) - General Safety Regulations, 1986 - General Administrative Regulations, 2003				
		64.4	Use of brush cutter may result in inhalation of petrol fumes, stroke or dust	Health	Bush clearing contractors and Eskom HV Plant employees	6 months per year	- Lack of training and knowledge (area, environment, equipment) - Ineffective PPE - Inadequate Risk assessment - Inadequate communication - Failure to adhere to standards, procedure and instruction - Inadequate maintenance and inspection	HV Plant Manager	No	Medical LTI	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 increased 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 cancer of the lung.	1. Training and awareness on the use of Brush Cutters 2. Task risk assessments. 3. Tool Box Talks 4. Use of appropriate PPE 5. MSDS	4	3	II	F		1. Continuous awareness on the use of petrol 2. Safe work Instructions	4	2	III	Behavioural Safety Observations Supervision Periodical Medical screening	Lanes & Servitude Manager	OHS Act 85 of 1993, HCS Regulations, Incident Management Procedure 32-95, COID Act				
		64.5	Exposure to flying objects and debris	Safety	Bush clearing contractors and Eskom HV Plant employees	6 months per year	- Lack of training and knowledge (area, environment, equipment) - Ineffective PPE - Lack of concentration - Inadequate Risk assessment	HV Plant Manager	No	Medical Lost time	1. Provide employees with required Personal Protective equipment i.e. eye protection, overalls 2. Training and awareness on the use of Brush Cutters 3. Task risk assessments. 4. Tool Box Talks 5. Ensure that employees are informed about the risks and hazards associated with the task.	1. Periodic medical screening to be done by employees 2. Share learnings from incidents and implement recommendations if applicable. 3. Supervision	4	1	IV	F		1. Periodic medical screening to be done by employees 2. Share learnings from incidents and implement recommendations if applicable. 3. Supervision	4	1	IV	Inspections	HV Plant Supervisor	- Occupational Health and Safety Act, Act 85 of 1993 (OHS Act) - General Safety Regulations, 1986 - General Administrative Regulations, 2003				
		64.6	Use of brush cutter may result in cuts, laceration and amputation	Safety	Bush clearing contractors and Eskom HV Plant employees	6 months per year	- Lack of training and knowledge (area, environment, equipment) - Ineffective PPE - Lack of concentration - Inadequate Risk assessment - Inadequate communication - Not identifying correct tools, equipment, material, etc	HV Plant Manager	No		Damage or a loss to a limb resulting in amputation leading to a medical incident or LTI.	1. Training and awareness 2. Task risk assessments. 3. Use of appropriate PPE 4. Tool Box Talks 5. Emergency preparedness plan is reviewed and discussed before any work commences.	5	2	II	F		1. Planned job observations 2. Routine supervision 3. Safe work Instructions 4. Supervision	5	3	IV	Behavioural Safety Observations, Job observation, Supervision	Lanes & Servitude Manager	OHS Act 85 of 1993, Incident Management Procedure 32-95,				
65	Tractor with Slasher	65.1	Lacerations and amputation	Safety	Bush clearing contractors and Eskom HV Plant employees	6 months per year	- Lack of training and knowledge (area, environment, equipment) - Ineffective PPE - Lack of concentration - Inadequate Risk assessment - Inadequate communication - Not identifying correct tools, equipment, material, etc	HV Plant Manager	No	First Aid Incidents LTI Fatality	1. All personnel must be trained 2. Wearing of correct PPE 3. Conduct pre-task risk assessment and toolbox talk before work commences. 4. Emergency preparedness plan is reviewed and discussed before any work commences. 5. Inspections	5	2	III	F		1. Planned job observations 2. Routine supervision 3. Safe work Instructions 4. Supervision	5	1	IV	Inspections Supervision	HV Plant Supervisor	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative Regulations, 2003					
		65.2	Dust and diesel fumes Inhalation	Health	Employees, Visitors, Contractors	80 days per year, + 6 hours	The cutting of grass on substation sites using a tractor with slasher	HV Plant Manager	No	Breathing difficulties and lung problems	Reactive Control: 1) Continue servicing of tractor / slasher, 2) Correct PPE 3) Periodic medical screenings 4) Provide / facilitate all occupational hygiene training as recommend by subsection 3 of section E (OHSAct)	2	2	IV	P		1) Continue servicing of tractor / slasher, 2) Correct PPE 3) Periodic medical screenings 4) Provide / facilitate all occupational hygiene training as recommend by subsection 3 of section E (OHSAct)	2	2	IV	Incident records	HV Plant Manager	OHS Act (No 85 of 1993) Relevant Eskom standards and procedures					
		65.3	Ergonomic strain	Health	Employees, Visitors, Contractors	80 days per year, + 6 hours	The cutting of grass on substation sites using a tractor with slasher	HV Plant Manager	No		Occupational health impacts, muscle strains, lower back pains	Reactive Control: 1) Continue servicing of tractor / slasher, 2) Correct PPE 3) Periodic medical screenings 4) Ergonomic awareness on posture 5) Periodic breaks during activities 6) Provide / facilitate all occupational hygiene training as recommend by subsection 3 of section E (OHSAct)	3	2	III	P		1) Continue servicing of tractor / slasher, 2) Correct PPE 3) Periodic medical screenings 4) Ergonomic awareness on posture 5) Periodic breaks during activities 6) Provide / facilitate all occupational hygiene training as recommend by subsection 3 of section E (OHSAct)	3	2	III	Incident records	HV Plant Manager	OHS Act (No 85 of 1993) Relevant Eskom standards and procedures				
		66	Scaffolding	66.1	Exposure to extreme cold and heat temperatures	Health	Employees, Visitors, Contractors	80 days per year, + 6 hours	Working outdoors during grass cutting with tractor	HV Plant Manager	No	Hypothermia, heat stroke / exhaustion	1) Risk Assessment 2) Sufficient water 3) Correct PPE 4) Provide / facilitate all occupational hygiene training as recommend by subsection 3 of section E (OHSAct)	3	2	III	P		1) Risk Assessment 2) Sufficient water 3) Correct PPE 4) Provide / facilitate all occupational hygiene training as recommend by subsection 3 of section E (OHSAct)	3	2	III	Incident records	HV Plant Manager	OHS Act (No 85 of 1993) Relevant Eskom standards and procedures			
		67	Skyjack	67.1	Working at heights using a sky-jack may result in an injury	Safety	Eskom HV Plant Employees	Once in 25 years		HV Plant Manager	No	Fatalities Lost Time Injury Medical Incident	1. The man-lift is load tested annually and inspected 3 monthly by a competent person and inspected before use. 2. Man-lift is operated by trained / competent person only. 3. Tools, equipment and PPE i.e. full body harness, overalls, safety shoes, hard hats, eye protection, etc to be checked for damage before use. 4. Correct PPE used. 5. Emergency preparedness plan is reviewed and discussed before any work commences. 6. Job observation when doing critical task and SMAT (Behavioural) Observations. - A full body harness shall be worn and a lanyard attached to the boom or basket when working from a man-lift.	5	2	III	F		1. Planned job observations 2. Routine supervision 3. Safe work Instructions 4. Supervision 5. ISO 6. Inspections 7. Periodic medical screenings	5	1	IV	Inspections Supervision	HV Plant Supervisor	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative Regulations, 2003 - Driven Machinery Regulations, 1988			
		68	Primary Injection Test Set (M4000)	68.1	Electrocution	Safety	Eskom HV Plant Employees	Daily 4 hrs	1. Defective operating and test equipment 2. Lack of training 3. Inadequate use of operating and test equipment 4. Lack of concentration 5. Inadequate communication 6. Inadequate communication	Grid Manager	No	1. Fatality 2. Lost Time Injury 3. Medical Incident	1. Inspection of equipment 2. Calibration of testing equipment 3. Personnel trained in terms of ORHVS 4. Valid fitness for duty certificate 5. PPE issued 6. Training and awareness	5	3	II	P		1. Share learnings from incidents and implement recommendations if applicable. 2. BSO 3. Planned job observations 4. Operational Instruction manual	5	1	III	1. Inspections 2. Observation	HV / Secondary Plant HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative Regulations, 2003 - Compensation for Occupational Injuries and Diseases Act, Act 130 of			
Public Safety		69	Overhead HV Lines	69.1	Veld Fires	Safety	Public	Daily for 8 hrs.	Lightning faults igniting veld Trees bridging sale dicesances	Line	Grid Manager	No	Loss of live stock Damage to public property	1. Servitude maintenance every 3 years	4	2	III	F		1. Maintain existing controls	4	2	III	Sevitude inspection reports Sevitude maintenance reports	HOD	Line Maintenance procedures OHS Act		
		70	People	70.1	Rural Settlements	Safety	Public	Daily for 8 hrs.	Rural community expansion underneath lines Illegal dumping under lines Step holes and touch potential due to poor earthing of equipment (public) fences structures	Grid Manager	No	Public Fatality (magnetic induction)	1. Public awareness 2. Safety signs 3. Line Inspections 4. Anti-climbing devices	5	2	II	P		1. Public Relations communication	5	3	II	Sevitude inspection reports Sevitude maintenance reports Safety Awareness Public	HOD	Line Maintenance procedures OHS Act			
		71	HV Towers	71.1	Tower collapse	Safety	Public	Daily for 8 hrs.	Soil erosion Cross member theft Vandalism or Eskom lines Adverse weather conditions	Grid Manager	No	Weakening of structural integrity of towers Towers could collapse over and in public infrastructures Interruption of power supply	1. Line inspections 2. Public Awareness	5	2	II	F		1. Tower maintenance team 2. Anti-vandalism bolts installed for all critical areas	5	1	III	Line inspection reports Line maintenance reports Public Safety Awareness	Lines and Servitude Manager	Line Maintenance procedures OHS Act			
Working in HV Yard and building maintenance		73	Asbestos containing material	73.1	Inhalation of Asbestos fibres	Health	Eskom Employees Contractors	Rare (Once a year)	refurbishment /maintenance work	Grid Manager	No	Occupational Disease Asbestosis, Mesothelioma, lung cancer	1. Asbestos inventory 2. Asbestos phase out plans 3. Risk assessments 3. Training 4. Visual management plans 5. Maintenance of Asbestos 6. Signage outside the substation 7. All equipments containing Asbestos has been labelled	4	1	IV	P		1. Periodic Medicals 2. Awareness training 3. Contractor evaluations and induction 4. OHS Surveys 5. PPE 6. Procedures	4	1	IV	Supervision, phase out plan,Notification to dept of labour as Asbestos work	Grid Manager	OHS Act 1993 of 1993, Asbestos Regulations 32-303 procedure on Requirements for safe processing, handling, storing, disposal and phase-out of asbestos and asbestos containing material.			

Physical Security	74	People	74.1	Criminal activities	Safety	Eskom Employees Contractors	Daily for 24 hrs.	Property theft Vandalism Intrusion	Grid Manager	No	Fatalities Lost Time Injury treatment case	First-aid Property damage	1. Zero Control 2. Anti-climb devices 3. Anti-vandalism bolts 4. Anti-vandalism fences 5. Substation perimeter lighting 6. Substation security systems 7. 24 hour physical substation guarding 8. Access monitoring and surveillance of	5	3	II	P	1. Regular PSIRA compliance monitoring 2. Security Awareness 3. Guard Track monitoring system	5	2	II	PSIRA Inspections Eskom Security Officer Site Visits PROVJOC Meetings	Grid Manager	PSIRA Security Operating Procedures			
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 cylinder 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			
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 hyd	HV Plant Manager	No	Fatalities		1. Task risk assessments and inspecting hoses before using crimper. 2. Tool box talks. 3. Use 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. ISO 6. Inspections	5	2	II	Supervision and Job observations	Departmental Manager	OHS Act 85 of 1993, Eskom Risk assessment Procedure, 32-520, Eskom SHE			
		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 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. ISO 6. Inspections	5	2	II	Supervision and Job observations	Departmental Manager	OHS Act 85 of 1993, Eskom Risk assessment Procedure, 32-520, Eskom SHE			
EMF (Electromagnetic field)	77	People	77.1	Exposure to EMF	Health	Eskom Employees, Contractors	Daily for 8 hrs.	Minimise the duration of exposure	HV Plant Manager	No	Occupational Disease cancer, brain tumor		1. Training on OH&HS 2. Training on occupational 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. ISO 6. Periodic medical screening	1	1	IV	Inspection records Medical surveillance programme Supervision Planned job observations	Departmental Manager	OHS Act 85 of 1993, Eskom Risk assessment Procedure, 32-520, Eskom SHE			
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. Partnered job observations 2. Routine supervision 3. Safe work instructions 4. Supervision 5. ISO 6. Risk assessment	3	2	III	Medical surveillance programme Supervision Job observations	Departmental Manager	OHS Act 85 of 1993, Eskom Risk assessment Procedure, 32-520, Eskom SHEQ Policy 32-727, MSDS			
			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	2. Routine supervision 3. Safe work instructions 4. Supervision 5. ISO 6. Risk assessment	3	2	III	Inspection records Medical surveillance programme Supervision Planned job observations	Departmental Manager	OHS Act 85 of 1993, Eskom Risk assessment Procedure, 32-520, Eskom SHEQ Policy 32-727, MSDS			
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. Sensitise employees if there are any protests	5	1	III	F	1. Preventative Controls: 1. Monitor existing controls 2. Reactive Controls: 2. Accidental reporting and investigation	5	1	III	Monitor Protesting Incidents	Departmental Manager	Occupational Health and Safety Act, Act 85 of 1993 (OHS Act)			
Bullying and Harrassment	80	Actions and conditions leading to bullying and Harrassment	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	1. Preventative Controls: 1. Monitor existing controls 2. 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)			
Coronavirus COVID-19	81	Coronavirus is a large family of viruses that cause illness ranging from the common cold to more severe diseases like pneumonia, MERS and SARS	81.1	Transmission or sneezes from infected persons or touching contaminated objects	Health	Employees, contractors, visitors, public	Continuous (8 hour shift)	The virus is transmitted through coughing, sneezing, exhaling with open mouth and touching an infected person or contaminated surfaces	Responsible Manager	No	Severe symptoms include: - High fever (100.4°F or higher) - Pneumonia - Kidney failure - Death		1. Avoid overcrowded spaces - the risk on contracting infection is high 2. Observe safe social distances at all times 3. Avoid contact with sick animals - if you pet the sick animal, wash your hands 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	II	P	1. Provide awareness and adequate communication 2. Provide hand sanitisers 3. Temporary suspension of the biometric and pin verification 4. Appropriate PPE is worn	5	4	II	Medical Surveillance Monitoring Observations	Departmental Managers	World Health Organisation CoE-Health and Wellness Department at Eskom Department of Health National Institute of Communicable Diseases			
Western Grid Nuclear Grid_Koeberg Nuclear Power Station		Nuclear accident and uncontrolled release of radiation can cause death and illness ranging from cancer to severe birth defects and other serious health defects as a result radiation exposure	82.1	Nuclear accident due to nuclear reactor failure_ uncontrolled release	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	II	P	1. Preventative Controls: 1. Monitor existing controls 2. Reactive Controls: 2. Emergency Preparedness & Disaster Management	5	4	II	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			

Risk	
<i>Independent Verification</i> (i.e. Confirmation that the objectives have been met)	Comments
Date Done:	By whom:
	<ul style="list-style-type: none"> 1. Refresher training to be done on NIHIL 2. Risk assessments done 3. Toolbox talks are done 4. PPE issued
	<ul style="list-style-type: none"> 1. Awareness was done 2. Risk assessments done 3. Toolbox talks done 4. PPE issued
	<ul style="list-style-type: none"> 1. Awareness was done 2. Risk assessments done 3. Toolbox talks done 4. PPE issued
	<ul style="list-style-type: none"> 1. Awareness was done 2. Risk assessments done 3. Toolbox talks done 4. PPE issued
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	<ul style="list-style-type: none"> 1. Awareness was done 2. Risk assessments done 3. Toolbox talks done 4. PPE issued
	<ul style="list-style-type: none"> 1. Awareness was done 2. Risk assessments done 3. Toolbox talks done 4. PPE issued
	<ul style="list-style-type: none"> 1. Awareness was done 2. Risk assessments done 3. Toolbox talks done 4. PPE issued
	<ul style="list-style-type: none"> 1. Awareness was done 2. Risk assessments done 3. Toolbox talks done 4. PPE issued
	<ul style="list-style-type: none"> 1. Awareness was done 2. Risk assessments done 3. Toolbox talks done 4. PPE issued
	<ul style="list-style-type: none"> 1. Awareness training to be arranged 2. Risk assessments done 3. Toolbox talks are done 4. PPE issued 5. Fitness for duty certificates in place
	<ul style="list-style-type: none"> 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)
	<ul style="list-style-type: none"> 1. Awareness training was done in 2015 2. Equipment serviced 3. Noise surveys to be conducted 4. Safe work instructions on site
	<ul style="list-style-type: none"> 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
	<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. Awareness training was done 2. Fitness for duty certificates in place 3. Safe work instructions on site where equipment is kept
	<ul style="list-style-type: none"> 1. Staff trained on First Aid Level 1 & 2 2. All controls are implemented but will require continuous monitoring, review and improvement.
	<ul style="list-style-type: none"> 1. Awareness to be arranged 2. All controls are implemented but will require continuous monitoring, review and improvement.
	<ul style="list-style-type: none"> 1. Training and awareness done. Posters, booklets and booklets were issued to each staff member 2. Task risk assessments are done 3. Sharing of lessons learnt from previous incidents
	<ul style="list-style-type: none"> 1. Ensure periodic medical screenings are done timely
	<ul style="list-style-type: none"> 1. Communication between farmers and line staff are happening 2. Farmers do arrange rangers, on gate lines, to accompany employees 3. 1. Airlines for duty certificates are in place 4. Continuous servicing of equipment 5. Noise surveys to be conducted 6. 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.
		<ul style="list-style-type: none"> 1. Sharing of lessons learnt from past or recent incidents to be continuous 2. Inspections of portable electrical tools 3. ISSO done
		<ul style="list-style-type: none"> 1. Refresher training to be arranged 2. Risks assessments done 3. PPE Issued
		<ul style="list-style-type: none"> 1. Communication between farmers and fire 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
		<ul style="list-style-type: none"> 1. Awareness to be arranged 2. All controls are implemented but will require continuous monitoring, review and improvement 3. Fitness for duty certificates in place and up to date
		at heights procedure whenever there is a review.
		<ul style="list-style-type: none"> 2. ISSO's are done 3. Fall protection systems are in place and issued
		<ul style="list-style-type: none"> 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
		<ul style="list-style-type: none"> 1. Awareness was done 2. PPE issued 3. Chemical inventory should be in place 4. MSDS's available
		<ul style="list-style-type: none"> 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.
		<ul style="list-style-type: none"> 1. Sharing of lessons learnt from past or recent incidents 2. Awareness training was done 3. FAS was issued to staff
		<ul style="list-style-type: none"> 1. Sharing of Lessons learnt from past or recent incidents 2. Safe working procedure in place 3. Plan job observation are done 4. ORH&VS training are done
		<ul style="list-style-type: none"> 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 has been issued to staff
		<ul style="list-style-type: none"> 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
		<ul style="list-style-type: none"> 1. Sharing of Lessons learnt from past or recent incidents 2. Continuous awareness on vehicle and driver safety 3. Pre-trip inspections are done
		<ul style="list-style-type: none"> 1. Sharing of Lessons learnt from past or recent incidents 2. Continuous awareness on vehicle and driver safety 3. Awareness and updates are shared via the whatsapp group for
		Employees must be referred to EAP
		Continuous awareness on night driving to be done
		Continuous awareness on fatigue management
		<ul style="list-style-type: none"> 1. Sharing lessons learnt from previous incidents 2. Sensitize employees to be vigilant and be aware of their surroundings
		<ul style="list-style-type: none"> 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
		<ul style="list-style-type: none"> 1. Download and analysis of VMD's 2. Vehicle driver safety awareness to be done on a continuous basis
		<ul style="list-style-type: none"> 1. Awareness on vehicle driver safety awareness has been 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 phone while driving raised 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 on Drive cams are done 2. DriveCam awareness training to be rolled out 3. Ensure to monitor and analyse driver behaviour on DriveCam and report it out
		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 less done 3. Plan to be developed and executed for the additional controls
		1. Waste disposal training is conducted 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 hand truck for ascending or descending stairs 2. Signage to be placed next to staircase
		1. Awareness to be arranged on good housekeeping
		1. Sharing of Lessons learnt form past or recent incidents 2. Training are done and operators are authorised
		1. Sharing of Lessons learnt form past or recent incidents 2. Training are done and operators are authorised
		1. Sharing of Lessons learnt form past or recent incidents 2. Risk assessment are done
		1. Awareness to be arranged 2. All controls are implemented but will require continuous monitoring, review and improvement. 3. Fitness for duty certificates in place and valid
		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 previous month
		1. Training and awareness are done 2. Task risk assessments done 3. PPE are issued
		1. Continuous sharing of lessons learnt from 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. ORHWS 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

		<ul style="list-style-type: none"> 1. Sharing of lessons learnt from past or recent incidents to be continuous
		<ul style="list-style-type: none"> 1. Refresher training to be arranged 2. All controls are implemented but will require continuous monitoring, review and improvement.
		<ul style="list-style-type: none"> 1. Training done 2. All controls are implemented but will require continuous monitoring, review and improvement.
		<ul style="list-style-type: none"> 1. Sharing of lessons learnt from past or recent incidents to be continuous 2. Fitness for duty certificates in place and valid
		<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
		<ul style="list-style-type: none"> 1. Sharing of lessons learnt from past or recent incidents to be continuous 2. Fitness for duty certificates valid and available
		<ul style="list-style-type: none"> 3. Training was done on ladders and 4. Inspections done and 5. Inspectors trained 2. FAS issued to employees working 3. Valid fitness for duty certificate in place and valid 5. Valid working at heights
		<ul style="list-style-type: none"> All controls are implemented but will require continuous monitoring, review and improvement.
		<ul style="list-style-type: none"> All controls are implemented but will require continuous monitoring, review and improvement.
		<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. Safety & plant inspections are carried out 2. Valid fitness for duty certificates and are available 3. PPE issued 4. Risk assessment training are done
		<ul style="list-style-type: none"> 1. Surveys were conducted and reports are available 2. To supply elevated laptop stands to employees
		<ul style="list-style-type: none"> 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
		<ul style="list-style-type: none"> 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
		<ul style="list-style-type: none"> 1. Sharing of lessons learnt from past or recent incidents to be continuous 2. Valid fitness for duty certificates and are available 3. Right to refusal to perform work procedure in unsafe environment is available
		<ul style="list-style-type: none"> 1. Periodic medical screening to be done and include hearing test 2. Share the noise survey reports with all employees
		<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. Noise surveys to be conducted
		<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. Inspections done 2. Planned job observations done 3. Share learnings from incidents and implement recommendations if applicable
		<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"> 1. Surveys were conducted and reports are available 2. Ergonomics training done
		<ul style="list-style-type: none"> 1. Share learnings from incidents and implement recommendations if applicable. 2. ESO 3. Planned job observations
		<ul style="list-style-type: none"> 1. Sharing of lessons learnt from past or recent incidents to be continuous

		<p>1. Sharing of lessons learnt from past or recent incidents to be continuous 2. PPE issued</p>
		<p>1. Sharing of lessons learnt from past or recent incidents to be continuous 2. PPE issued</p>
		<p>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</p>
		<p>1. Medical fitness certificates in place 2. Planned job observations in place 3. Inspection of equipment done 4. BSO done</p>
		<p>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</p>
		<p>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</p>
		<p>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</p>
		<p>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</p>
		<p>1. Use of correct PPE is enforced at all times.</p>
		<p>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</p>
		<p>1. Inspections done 2. Planned job observations done 3. Share learnings from incidents and implement recommendations if applicable</p>
		<p>All controls are implemented but will require continuous monitoring, review and improvement.</p>
		<p>1. Line inspection reports are done 2. Line maintenance reports are done 3. Public Safety Awareness to be arranged</p>
		<p>1. Line inspection reports are done 2. Line maintenance reports are done 3. Public Safety Awareness to be arranged</p>
		Phase out Plan in Place.

		All controls are implemented but will require continuous monitoring, review and improvement.
		All controls are implemented but will require continuous monitoring, review and improvement.
IQ Policy 32-727, Incident Management		All controls are implemented but will require continuous monitoring, review and improvement.
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IQ Policy 32-727, Incident Management		All controls are 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.
		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.