	OHS Specification for UHF - VHF Antennae Low Risk	Unique Identifier	559-824510295	Rev	1
		Document Identifier	240-150530826	Rev	2
		Effective Date	July 2024		
		Review Date	July 2027		

Project Name: Supply of VHF and UHF antennas

Project Address: Telecommunications Warehouse

Scope of the project: Supply of VHF and UHF antennas on an “as and when” required basis for a period of five (5) years.

Eskom Contract’s Manager

Name: Alison Singh

Signature:  _____

Date: 19/01/2026

Telecoms: Senior Advisor OHS


Name: Masego Msibi

Signature:  _____

Date: 19/01/2026

Eskom’s Contract Custodian


Name: Gerald Willemse

Signature:  _____

Date: 19 January 2026

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	OHS Specification for UHF - VHF Antennae Low Risk	Unique Identifier	559-824510295	Rev	1
		Document Identifier	240-150530826	Rev	2
		Effective Date	July 2024		
		Review Date	July 2027		

Content	Page
1. Introduction.....	Error! Bookmark not defined.
2. Supporting Clauses.....	Error! Bookmark not defined.
2.1 Scope	Error! Bookmark not defined.
2.1.1 Purpose.....	Error! Bookmark not defined.
2.1.2 Applicability	Error! Bookmark not defined.
2.2 Normative/Informative References	Error! Bookmark not defined.
2.2.1 Normative	Error! Bookmark not defined.
2.2.2 Informative.....	Error! Bookmark not defined.
2.3 Definitions	Error! Bookmark not defined.
2.4 Abbreviations.....	Error! Bookmark not defined.
2.5 Related/Supporting Documents	Error! Bookmark not defined.
3. Specification	Error! Bookmark not defined.
3.1 Scope of work.....	Error! Bookmark not defined.
3.2 Legal compliance.....	Error! Bookmark not defined.
3.2.1 Section 37(2) (Legal) Agreement.....	Error! Bookmark not defined.
3.2.2 Hazardous Work by Children (Child Labour)	Error! Bookmark not defined.
3.3 Eskom Requirements.....	Error! Bookmark not defined.
3.5 Personnel Health / Hygiene Facilities.....	Error! Bookmark not defined.
3.6 Food Handling Hygiene	Error! Bookmark not defined.
3.7 Occupational Health, Hygiene and Rehabilitation	Error! Bookmark not defined.
3.8 Appointments	Error! Bookmark not defined.
3.9 Roles and Responsibilities	Error! Bookmark not defined.
3.10 Risk Assessments	Error! Bookmark not defined.
3.11 Incident Investigation	Error! Bookmark not defined.
3.12 Emergency Management.....	Error! Bookmark not defined.
4. Acceptance.....	Error! Bookmark not defined.
5. Revisions	Error! Bookmark not defined.

Page

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	OHS Specification for UHF - VHF Antennae Low Risk	Unique Identifier	559-824510295	Rev	1
		Document Identifier	240-150530826	Rev	2
		Effective Date	July 2024		
		Review Date	July 2027		

1. Introduction

Eskom's responsibility and commitment is to ensure a safe working environment is in line with its Safety, Health, Environmental and Quality Policy, along with legislative obligations.

This SHE specification is Eskom's minimum requirements which are required to be met for the specific contract and for the duration of the contract period by contractors and where required, the delivery organisation.

The contractor is expected to develop a SHE plan which meets these requirements as well as all the relevant applicable legislation they conform to.

Eskom in no way assumes the contractor's legal responsibilities. The contractor is and remains accountable for the quality and the execution of his/her health and safety programme for his/her employees and appointed contractor employees.

This SHE specification reflects minimum requirements and should not be construed as all encompassing.

Note 1: All the requirements listed hereunder are in relation to the contract and do not supersede or replace any organizational SHE requirements.

Note 2: In terms of Eskom requirements, a section of this professional contract falls within the requirements of the Construction Regulations.

Although there are requirements listed in this specification that do not pertain directly to air charter, the requirements are expect of an air charter contractor business to conform to. These requirements are in line with Eskom's Zero Harm value.

Where requirements listed are already in place, then the organisational requirements must be taken cognisance of and listed in the respective SHE plans. If there are any additional Eskom and or legislative requirements listed in the SHE specification, then these must be addressed.

2. Supporting Clauses


2.1. Scope

This SHE specification lists the legislative and Eskom requirements and where applicable, any requirements pertaining to Local Authorities / Municipal by-laws / Environmental legislation that must be met by the contractor.

2.1.1. Purpose

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	OHS Specification for UHF - VHF Antennae Low Risk	Unique Identifier	559-824510295	Rev	1
		Document Identifier	240-150530826	Rev	2
		Effective Date	July 2024		
		Review Date	July 2027		

This document will provide a standardised approach to the compilation of SHE specifications throughout Eskom for contracts and standard and NEC 3 contracts

2.1.2. Applicability

This SHE specification is applicable to any contracting organisation who intends tendering for the contract.

2.2. Normative/Informative References

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

2.2.1. Normative

- [1] Basic Conditions of Employment Act No 75 of 1997.
- [2] Occupational Health and Safety Act and Regulations No 85 of 1993.
- [3] National Environmental Management Act 107 of 1998.
- [4] National Road Traffic Act 93 of 1996.
- [5] 32-37 Eskom Substance Abuse Procedure.
- [6] Civil Aviation Act 13 of 2009.
- [7] Air Services Licence Act 115 of 1990.

2.2.2. Informative


- [1] 32-726 Mandatory SHE Requirements for Eskom Procurement and Supply Chain Management
- [2] 240-62196227 Eskom Life Saving Rules
- [3] Tobacco Products Control Act 83 of 1993 (Updated 2011.05.19)
- [4] SANS 1186 Symbolic Safety Signs
- [5] Constitution of the Republic of South Africa No 108 of 1996
- [6] 32-95 Eskom Procedure Manual for Performing Occupational Health & Safety Management & Environmental Management: Conducting EH&S Incident Management.

2.3. Definitions

Definition	Explanation
Appointed contractor	Means a contractor appointed by the principal contractor

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	OHS Specification for UHF - VHF Antennae Low Risk	Unique Identifier	559-824510295	Rev	1
		Document Identifier	240-150530826	Rev	2
		Effective Date	July 2024		
		Review Date	July 2027		

Definition	Explanation
Baseline assessment risk	(32-520) baseline operational risks refer to the health and safety risks associated with all standard processes and routine activities in the business
Client	Eskom representative (Internal – Asset Owner), also referred to as the contract administrator/custodian or agent or project manager (as defined in the contract). He/she is the person responsible for ensuring that the works or services are executed in terms of the contract, as well as adherence to legislation pertaining to the contract.
Competent person	(OHS Act) means any person having the knowledge, training, experience, and qualifications, specific to the work or task being performed, provided that, where appropriate, qualifications and training are registered in terms of the South African Qualifications Authority Act, 1995 (Act No. 58 of 1995)
Contractor – includes appointed contractor	means an employer as defined in section 1 of the Act who performs contract work and includes principal contractors
Consultant	means a person providing professional advice
Duty of care to the environment	(32-136) anybody who causes or has caused or may cause significant pollution or degradation of the environment must take reasonable measures to prevent such pollution or degradation from occurring, continuing, or recurring. If such harm to the environment is authorised by law or cannot reasonably be avoided or stopped, such person must minimise and rectify such pollution or degradation of the environment
Employee	(OHS Act) means, subject to the provisions of subsection (2), any person who is employed by or works for an employer and who receives or is entitled to receive any remuneration or who works under the direction or supervision of an employer or any other person
Employer	(OHS Act) means, subject to the provisions of subsection (2), any person who employs or provides work for any person and remunerates that person or expressly or tacitly undertakes to remunerate him/her, but excludes a TES (ex labour broker) as defined in section 1(1) of the Labour Relations Act 1956 (Act No. 28 of 1956)
Eskom requirements	Eskom requirements flowing from directives, policies, standards, procedures, specifications, work instructions, guidelines, or manuals
Hazard	(OHS Act) means a source of, or exposure to, danger

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	OHS Specification for UHF - VHF Antennae Low Risk	Unique Identifier	559-824510295	Rev	1
		Document Identifier	240-150530826	Rev	2
		Effective Date	July 2024		
		Review Date	July 2027		

Definition	Explanation
Hazard identification	(OHS Act) means the identification and documenting of existing or expected hazards to the health and safety of persons, which are normally associated with the type of construction work being executed or to be executed
Health and safety file	(OHS Act) means a file or other record, containing the information in writing required by the construction regulations.
Health and safety plan	(OHS Act) means a site, activity or project specific document plan in accordance with the client's health and safety specifications.
Health and safety specification	(OHS Act) means a site, activity or project specific document prepared by the client pertaining to all health and safety requirements related to construction work.
Health and safety requirements	means comprehensive health and safety requirements for a contract, project, site, and scope of work. This specification is intended to ensure the health and safety of persons, both workers and the public, and the duty of care to the environment. The health and safety requirements must be specific to each contract, project, site, and scope of work
Medical certificate of fitness	(OHS Act) means a certificate specific to the work to be performed and issued by an occupational health practitioner in the form of Annexure 3 of the construction regulations.
Medical surveillance	(OHS Act) means a planned programme or periodic examination (which may include clinical examinations, biological monitoring, or medical tests) of employees by an occupational health practitioner or, in prescribed cases, by an occupational medicine practitioner
Method statement	(OHS Act) means a written document detailing the key activities to be performed in order to reduce, as reasonably as practicable, the hazards identified in any risk assessment
Organisation	may be defined as a group of individuals (large or small) that is cooperating under the direction of executive leadership in accomplishment of certain common objects
Pre-job meetings	(34-227) means a meeting that is held prior to the commencement of the day's work and that is attended by all the relevant employees associated with the work task
Principal contractor	(In the text of this document) Means an employer, as defined in section 1 of the OHS Act, who intends to tender for or has signed a contract with Eskom for services rendered.

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	OHS Specification for UHF - VHF Antennae Low Risk	Unique Identifier	559-824510295	Rev	1
		Document Identifier	240-150530826	Rev	2
		Effective Date	July 2024		
		Review Date	July 2027		


Definition	Explanation
Provincial director	(OHS Act) means the provincial director as defined in Regulation 1 of the General Administrative Regulations under the Act
Responsible Manager	Is a Manager of a department, section or operating/business unit who has been appointed as part of the Eskom delegation of authority process with the aim to assist the applicable 16(2) assigned person in executing his/her duties in terms of the Occupational Health and Safety Act
Risk assessment	(OHS Act) means a programme to determine any risk associated with any hazard at a construction site in order to identify the steps needed to be taken to remove, reduce, or control such hazard.
Site	(34-228) means an Eskom department, unit, complex, building, specific project, work site, or the site where agents, clients, principal contractors, contractors, suppliers, vendors, and service providers provide a service to Eskom, directly or indirectly
Service provider	any private person or legal entity that provides any service(s) to Eskom for compensation
Task	(34-227) a segment of work that requires a set of specific and distinct actions for its completion
The Act	(OHS Act) means the Occupational Health and Safety Act No. 85 of 1993, as amended, and the Regulations thereto
Visitor	any person visiting a workplace with the knowledge of, or under the supervision of, an employer.

2.4. Abbreviations

Abbreviation	Description
BU	Business Unit
CE	Chief Executive
COID Act	Compensation for Occupational Injuries and Diseases Act
CR	Construction Regulations
DMR	Driven Machinery Regulations
DoEL	Department of Employment and Labour (Inspection and Enforcement services – Provincial office)
EP	Emergency Preparedness
EAP	Employee Assistance Program

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	OHS Specification for UHF - VHF Antennae Low Risk	Unique Identifier	559-824510295	Rev	1
		Document Identifier	240-150530826	Rev	2
		Effective Date	July 2024		
		Review Date	July 2027		

Abbreviation	Description
ERfW	Environmental Regulations for Workplaces
GAR	General Administrative Regulations
GSR	General Safety Regulations
HCS	Hazardous Chemical Substances
LDV	Light Delivery Vehicle
MSDS	Material Safety Data Sheets
NEMA	National Environmental Management Act
OHS Act	Occupational Health and Safety Act and Regulations, 85 of 1993
SABS	South African Bureau Standard
SANS	South African National Standard

2.5. Related/Supporting Documents

[1] Eskom OHS Act section 37 (2) agreement (to be completed by the contract responsible manager).

3. Specification

3.1. Scope of work

Supply of VHF and UHF

antennas on an “as and when” required basis for a period of five (5) years.

Note: The contractor who will be awarded this contract will be known as the “principal contractor” and any contractor appointed by the principal contractor will be known as the “appointed contractor.”

3.2. Legal Compliance

3.2.1. Section 37(2) (Legal) Agreement

A section 37(2) agreement must be signed between Eskom and the principal contractor at the time of awarding the contract. The principal contractor must ensure that a section 37(2) agreement is compiled between the principal contractor and all their appointed contractors for the contract.

The original copy of the section 37(2) agreement must be retained by the contractor and a copy retained by the responsible manager.

A copy all the agreements must form part of the respective contractor’s SHE file.

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	OHS Specification for UHF - VHF Antennae Low Risk	Unique Identifier	559-824510295	Rev	1	
		Document Identifier	240-150530826	Rev	2	
		Effective Date	July 2024			
		Review Date	July 2027			

3.2.2. Hazardous work by children (Child Labour)

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

1. being protected from exploitative labour practices.
2. not to be required or permitted to perform work or provide services that
 - i. are inappropriate for a person of that child’s age; or
 - ii. place at risk the child’s well-being, education, physical or mental health or spiritual, moral or social development.

and the Basic Conditions of Employment Act, Chapter six Section 43 “Prohibition of employment of children”.

Before resorting to the use of child labour, due consideration must be given to the rights of the child in terms of the constitution. Where work is being performed which is not prohibited in terms of the constitution, then such work must be conducted in terms of the OHS Act “Regulations on Hazardous Work by Children in South Africa” with emphasis on paragraph 2 Purpose and Interpretation. Eskom does not condone the use of child labour and therefore all effort must be exercised, and child labour should not be used.

3.2.3. OHS Act

The principal contractor and appointed contractors shall have an up-to-date copy of the OHS Act and regulations which will be available to all employees.

3.2.4. Legislative compliance

All contractors will comply with all the legislation pertaining to this contract being:

- The Constitution of the Republic of South Africa (particularly Section 24 of the Bill of Rights).
- Occupational Health and Safety Act 1993 (Act 85 of 1993) and its Regulations.
- Compensation for Occupational Injuries and Diseases Act.


3.3. Eskom Requirements

3.3.1. Eskom Life-saving Rules

1. Eskom views health and safety in high esteem and encourages that any organisation who performs work for Eskom in Eskom adopt the same view.
2. Five Life-saving rules have been developed that will apply to all Eskom Employees, agents, consultants, and **contractors**. Failure to adhere to these rules by any Eskom employee or

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	OHS Specification for UHF - VHF Antennae Low Risk	Unique Identifier	559-824510295	Rev	1	
		Document Identifier	240-150530826	Rev	2	
		Effective Date	July 2024			
		Review Date	July 2027			

employee of a Principal Contractor or appointed contractor will be considered a serious transgression. These rules are being implemented to prevent serious injury or death of any employee, labour broker or contractor working in any area within Eskom.


- If any contractual work will be performed on any Eskom premises (including delivery of any product), then the rules **shall be obeyed** by any contractor and their employees.

The rules are:

RULE	DESCRIPTION OF RULE
Rule 1	Open, isolate, test, earth, and create an equipotential zone before touch (The equipotential zone is only applicable for work being done on medium and high voltage apparatus)
Rule 2	HOOK UP AT HEIGHTS Working at height is a significant part of work in Eskom Holdings and is regarded as a high-risk activity, as a result, all precautions must be taken to prevent incidents while working at height. Wherever reasonably practicable, preference must be given to the performance of work at ground level as opposed to work in an elevated position
Rule 3	BUCKLE UP Where required, the proper wearing of seat belts for any driver, operator and passenger is mandatory in all vehicles/equipment when driving and/or travelling for Eskom business purposes. The driver is obligated to ensure that he/she as well as all passengers are properly seated and wearing their seatbelts at all times while being transported in the vehicle, as per Eskom specifications.
Rule 4	BE SOBER No person who is under the influence or who appears to be under the influence of intoxicating liquor or drugs will be permitted to enter or remain on an Eskom site conduct Eskom business or drive/operate a vehicle/equipment for Eskom business purposes.
Rule 5	Ensure that you have a permit to work No person shall work without the required Permit to Work (PTW). In the case of live work, a "Live Work Declaration Form" is to be completed by the authorised person, who is the person responsible for the safe execution of work according to relevant standards and procedures.
Rule 6	Ensure Safe Live Working

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	OHS Specification for UHF - VHF Antennae Low Risk	Unique Identifier	559-824510295	Rev	1
		Document Identifier	240-150530826	Rev	2
		Effective Date	July 2024		
		Review Date	July 2027		

Rule 7	No reversing without a spotter of flagman
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Eskom will take a stance of zero tolerance on these rules.

Non-compliance to a Life Saving rule will be considered serious misconduct and will lead to serious disciplinary action, which may include dismissal.

This is to ensure that **every person** who works on or visits an Eskom **returns home safely to his or her family.**

All contractors shall, before commencement of the charter ensure that all their employees are familiar with the relevant Eskom SHE documentation that is applicable to charter services.

3.3.2. Appointment of a contractor

The principal contractor will be appointed by Eskom on the awarding of the contract and will be responsible and accountable for all legislative and Eskom requirements for the duration of the contract.

3.3.3. Appointment of sub-contractors

The principal contractor may appoint contractors to assist in the contract. All appointments shall be done in writing and will form part of the SHE plan that is required to be submitted to Eskom. Adequate training and instruction must be given to the appointees and the principal contractor must ensure that all the appointed contractors understand their roles and responsibilities.

Note: Copies of contractor appointments must be kept in the respective SHE file.


3.3.4. SHEQ policy

A SHE policy is a statement of intent and a commitment by the organisation's CE and Senior Management in relation to the relevant SHE roles and responsibilities, the achievement of their strategic objectives, values of integrity, customer satisfaction, excellence, and innovation.

The principal contractor and all appointed contractors, if already not in place, will be required to compile an organisational SHE policy in line with their SHE responsibilities. The policy must be signed by the organisation's CE or the appointed assistant to the CE OHS Act Section 16(2). The policy must be displayed in a prominent place within the workplace. A copy of the policy must be filed in all the contract SHE files and as an annexure the SHE Plans.

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	OHS Specification for UHF - VHF Antennae Low Risk	Unique Identifier	559-824510295	Rev	1
		Document Identifier	240-150530826	Rev	2
		Effective Date	July 2024		
		Review Date	July 2027		

3.3.5. COVID

The principal contractor and all his/her appointed contractors shall be registered with an appropriate employment compensation commissioner and have available a valid letter of good standing (LoGS) from such commissioner. The obligation lies with the contractors to ensure that the LoGS remains valid throughout the contract period. A copy of the LoGS must be filed in the entire contract SHE files and as an annexure the SHE Plans.

3.4. Personnel Health / Hygiene Facilities

3.4.1. Dining areas

N/A

3.4.2. Ablution facilities

At the workplace, where possible, all contractors must attempt to provide sufficient portable ablution facilities for the employees. Such facilities must be serviced regularly

3.4.3. Drinking water

All contractors shall provide suitable drinking water for all their employees (free of charge) whilst working in the field. Every effort must be made to keep the water as cold as possible.

3.4.4. Changing areas and lockers

N/A


3.5.5 Camp / office welfare

The following welfare facilities must be provided for in a clean and suitable condition, unless agreement with the Client/Agent's representative has been confirmed regarding the use of existing facilities:

- a. Sanitary facilities.
 - b. Safe pedestrians' walkways.
1. Water for drinking/consumption purposes shall be drawn only from taps in dining areas and ablution blocks and at points on Site marked "drinking water".
 2. No equipment or system shall be connected onto the drinking water system without prior approval of the Client/Agent's representative.
 3. All contractors must supply a sufficient amount of (cool) potable water on each worksite and in vehicles
 4. The Contractor will be required to provide their own accommodation for the workers

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	OHS Specification for UHF - VHF Antennae Low Risk	Unique Identifier	559-824510295	Rev	1	
		Document Identifier	240-150530826	Rev	2	
		Effective Date	July 2024			
		Review Date	July 2027			

3.5. Food Handling Hygiene

(N/A)

3.5.1. Storage

N/A

3.5.2. Transportation

N/A

3.5.3. Handling

N/A

3.6. Occupational Health, Hygiene and Rehabilitation

All contractors are required to develop an Occupational Health, Hygiene and Rehabilitation program. The program is intended to ensure that the risks to health are identified and controlled.

3.6.1. Medicals

1. N/A

3.6.2. Health and wellness HIV / Aids

Contractors shall submit details of their Employee Health and Wellness Programme as part of their Health and Safety Plan which should include awareness training, support for contracted illness and sharing knowledge with members of the public in the immediate work environment.

3.7. Appointments


For the duration of the contract, the principal contractor and all appointed contractors shall appoint competent employees who will meet the requirements of the OHS Act. Where appointments are made, contractors shall ensure that the appointees have been suitably trained and or informed of their responsibilities before getting them to accept such appointment. The relevant statutory appointments shall be made in accordance with the requirements of the OHS Act which includes the requirement of a competent person being appointed in the relevant roles. The statutory appointments should include but not limited to: Fire Fighter and Evacuation warden, First Aider, 16(2) appointments.

3.8. Roles and Responsibilities

All contractors are required to list employee's roles and responsibilities pertaining to the contract.

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	OHS Specification for UHF - VHF Antennae Low Risk	Unique Identifier	559-824510295	Rev	1
		Document Identifier	240-150530826	Rev	2
		Effective Date	July 2024		
		Review Date	July 2027		

3.9. Risk Assessments

It is a legal requirement in terms of Section 8 (2)(d) of the OHS Act for an employer to carry out risk assessments to establish what hazards to the health and safety of persons are attached to any work which is performed, any article or substance which is, handled, stored, transported. A risk assessment is defined as an identification of the hazards present in an organisation and an estimate of the extent of the risks involved, taking into account whatever precautions are already being taken. It is essentially a three-stage process:

- identification of all hazards.
- evaluation of the risks.
- measures to control the risks.

Risk assessments are required to be maintained. This means that significant changes to a process or activity, or any new process or activity should be subjected to a risk assessment and that if new hazards come to light during the work process, then these should also be subjected to risk assessments. Risk assessments for long term processes should be periodically reviewed and updated. Method statements or written safe work procedures are an effective method as information and record of the way jobs / tasks must be performed. Prior to start of work, risk assessments on every job / task are ideal to allow managers and employees to assess any inherent risks that could have been overlooked during the initial risk assessment or any changes that might have occurred in a period of absence. In particular, if a job / task is extended over a day or halted due to inclement weather.

3.10. Incident Investigation

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


Contractors shall use the standard General Administrative Regulation Annexure 1 "Recording of an Incident" form for all incident investigation reports. The objective of incident investigation, not only being a legal requirement, is to establish why and how the incident occurred, but to find out the real causes of the incident and to decide on precautionary measures that are required to address the causes to prevent any further recurrences of the same or similar incidents.

3.11. Emergency Management

1. The art of emergency preparedness and response is to minimise the effects of any emergency and to restore normal activities as soon as practical. The supplier must develop

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	OHS Specification for UHF - VHF Antennae Low Risk	Unique Identifier	559-824510295	Rev	1
		Document Identifier	240-150530826	Rev	2
		Effective Date	July 2024		
		Review Date	July 2027		

their own emergency response in their work premises. The Eskom employees attending training must be made aware of the emergency process and the assembly points. Where any office and or site is located within any Local Authorities area, then the plans must include their involvement. Emergency preparedness.

Periodic emergency drills must be undertaken to test the effectiveness of the plan. This must be recorded and provided on request.

3.12.1 Non-Conformance and Compliance


1. Any non-compliance to any health and safety requirement in this SHE specification is subject to discipline in terms of the Eskom Procurement and Supply Management Procedure.
2. Principal contractors are required to implement a non-conformance procedure (if not already in place) for issuing to contractors for transgressions. The procedure can include “quality” related non-conformance issues. Similarly, appointed contractors must implement a non-conformance procedure.
3. The procedure for the issuing and closing off of non-conformance reports shall be strictly adhered to.
4. Contract management must close out non-conformances issued, in not doing so, will not ensure that any recommendations made have been carried out and or implemented.
5. Where non-conformances are issued by Eskom, then one of the close-out steps of the procedure will be for the offender to be called on by the contractor responsible manager to explain the non-conformance issued and what they intend doing to prevent a recurrence of the non-conformance.
6. Contractor failure to provide adequate PPE to their employees for the tasks being performed and/or to visitors and failure to enforce the wearing of such PPE will be viewed as a transgression of the legislative and Eskom requirements.

4. Acceptance

N/A.

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5. Revisions

Date	Rev.	Compiler	Remarks
August 2015	0	F Poee	This provides the initial SHE specification requirements that must be met by the relevant contractors who have been awarded a contract for the work to be performed for Eskom.
Dec 2020	1	A Zuma	OHS spec is aligned according to the supplier requirements
Dec 2025	2	M Msibi	Revised OHS spec for contract renewal. Same scope

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