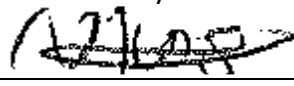
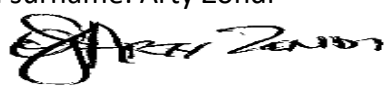




**Site Specific Health and Safety Specification in terms of 2014
Construction Regulations 5.1(b)**

Document Title	Site Specific Health and Safety Specification
Client	EThekweni Municipality Human Settlements Unit
Project Name	Construction of 208 top structures units by two contractors at Lamontville Northwest Housing Project (ward 69) – 104 units per contractor
Contract Number	1H-48404
Internal Reference no.	SSHSS47/09/2021
Compiled by (Safety officer)	Name and surname: Siya Nkosi Signature:  Date: 22/09/2021
Reviewed by (Manager: Safety& Risk)	Name and surname: Arty Zondi Signature:  Date: 22/09/2021

PROJECT LOCALITY

Nil

Table of contents

1. Project description (works) and site access
2. Limitation of liability
3. Purpose of the construction health and safety specification
4. Project health and safety cost
5. Scope of work/ risk assessments
6. Compensation for Occupational Injuries and Diseases Act, 130 of 1993
7. Application for Construction Work Permit
8. Management and supervision of construction
 - 8.1 Construction manager
 - 8.2 Construction health and safety officer
 - 8.3 Construction supervisor
9. Principal contractor's health and safety plan
10. Hazard identification and risk assessment
11. Health and safety file
12. Close-out and consolidated health and safety file
13. Health and safety training
14. Incidents management & first aid
15. Health & safety audits
16. Fire precautions on construction site
17. Electrical installations on construction sites
18. Personal protective equipment (PPE) and clothing
19. Occupational health and safety signage
20. Duties of principal contractors and contractors
21. Fall protection planning
22. Structures
23. Scaffolding and working in a fall risk positions
24. Construction employees facilities
25. Storage and use of flammable liquids
26. Hazardous chemical substances
27. Housekeeping and general safe guarding on construction site
28. Construction medicals
29. Health and safety representative and SHE committee
30. Stacking and storage on construction site
31. Emergency procedures
32. Induction and toolbox talk programme
33. Construction vehicle and mobile plant
34. Organogram
35. Site establishment
36. Environmental management plan
37. Corona virus
38. Working in township/ public safety
39. Asbestos

40. Demolition

1. PROJECT DESCRIPTION (Works) AND SITE ACCESS

The Lamontville Northwest (Ward 69) Rectification Housing Project is located approximately 20 km away from Durban Central Business District (CBD), in the south of eThekweni Municipality. Houses are defective and are in a state of disrepair. Houses were mainly built of brick and mortar and are approximately and or range from 20 to 30m² that requires demolition and reconstruction of new 40m² houses. The Municipality has taken over the project and intends to rectify houses and or existing structures that have serious structural defects which pose a serious danger to occupants. The rectification of houses will enable the municipality to urgently address this dangerous situation before a calamity occurs. The scope of work entails providing temporary accommodation, disconnection of services, demolition of defective structures, building new 40 sqm houses, relocating occupants back into new houses. All new houses will be provided with electricity, water and water-borne sanitation and all houses will be enrolled with NHBRC. The project will deliver 40m² houses within the same cadastral to achieve densification without changing the layout plan and even within the project in order to accommodate existing four families. The scope of work follows the assessment findings of the NHBRC assessment for houses summarized as follows:

- Reconstruction: 208 (Allocation of 104 units per contractor)
- Construction of temporal structures / transit camp where required

2. LIMITATIONS OF LIABILITY

The Principal Contractor shall enter into a Mandatory Agreement with the Client, as defined in Section 37(2) of the Occupational Health and Safety ACT.

The Principal Contractor shall ensure that each contractor appointed by the Principal Contractor and each sub-contractor appointed by a contractor also into a Mandatory Agreement with the Principal Contractor, as defined in Section 37(2) of the Occupational Health and Safety ACT. These agreements shall be included in the Principal Contractor's H&S File on site and be valid for the duration of the contractors' work on the construction site.

3. PURPOSE OF THE CONSTRUCTION H&S SPECIFICATION

This document defines the minimum management requirement that is to be implemented by the Principal Contractor/ Contractor for the management of Health and Safety on any eThekweni Municipality project. The aim of this document is to present the health and safety aspects that need to be controlled and managed on the project. This Health and Safety specification identifies and encompasses the working behaviours and safe work practices that are expected of all employees, Vendors and Contractors, Sub-Contractors and Visitors, engaged on construction site. Providing a guideline to comply with best Health & Safety practices and the Occupational Health and Safety Act 85/1993 as amended, including reference to applicable legislative requirement.

4. PROJECT HEALTH AND SAFETY COST

The Client must ensure that potential Principal Contractor submitting tenders have made adequate provision for the cost of health and safety measures.

The Principal Contractor shall allow in their cost provision for complying with the requirements of this Construction Health and Safety Specification; resources for the following Health and Safety controls shall be in place.

NO.	H&S cost item	Description
1.	Construction Health and Safety Officer	A Registered Construction health and safety officer with an experience of at least 2 years is required to ensure that the health and safety plan is implemented on site.
2	Medical certificate of fitness	Medical examination of all employees and certification of fitness by an Occupational Medicine Practitioner
3	Personal Protective Equipment	Personal Protective Equipment to be provided as per risk exposure, including but not limited to: respiratory protection, hearing protection, hand protection, eye and face protection and fall protection
4	Public protection	To reduce risk exposure to the employees and members of the public
5	Employee facilities	Drinking water, ablution toilets ect.
6	Trainings and competency	Risk assessor, Working at height, Fall protection Planner, Incident Investigator and Fire fighter, First aider, Scaffolding, temporary works, excavations
7	Safety file	Full completed with all supporting documents
8	Health and safety signage	All construction necessary signage that may be

		required
9	Environmental management	Protection of ground/ soil, water, air ect.
10	COVID19	All requirement for prevention of COVID19 (Training and awareness, PPE, testing and screening ect.)
11	Electrical installation	Electrical controller; electrical safety measures ect.
12	Asbestos	Compliance with all Asbestos Abatement Regulations
13	Demolition	Compliance with Demolition Regulations in terms of Construction Regulations 2014
14	Other	Items not indicated in the Specification

5. SCOPE OF WORK

The works/ risk assessments must broadly include but not limited to:

Demolition
Asbestos
Blockwork
Site establishment
Site clearing
Roof work
Construction vehicle and mobile plants
Working in a fall risk position
Electrical work
Excavation work
Plumbing works
Corona virus
Site security
Working in township/ public safety
Use of hand-tools and electrical tools
Relocation of beneficiaries

6. COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT

The Principal Contractor, each contractor and each sub-contractor shall submit proof of Good Standing with COIDA Commissioner or a Mutual Association licensed in terms of Section 30 of COIDA, prior to starting any work on site. A copy of the Letter of Good Standing with COIDA Commissioner must be included in the H&S Plan of each contractor working on the site and must remain updated for the duration of the construction work.

7. APPLICATION FOR CONSTRUCTION WORK PERMIT

The Principal Contractor shall assist the Client in compiling the evidence required by the Department of Labour for the issuing of the Construction Work Permit.

The Principal Contractor shall ensure that the H&S Plan presented for approvals includes:

- Evidence that the Principal Contractor made adequate provision for the cost of H&S measures
- Evidence that the Principal Contractor has the necessary competencies and resources to carry out the construction work safely.
- A copy of the Letter of appointment of the Construction Manager in terms of CR 8(1) + proof of his qualification, competence and registration where applicable.
- Proof of the registration of the Principal Contractors safety officer with the SACPCMP.

The Principal Contractor shall display the work permit number at the main site entrance. This display must be conspicuous to the satisfaction of the Department of Labor. The permit must be noticeable. The construction works can only commence once the construction work permit is issued by the Department of Labor.

8. MANAGEMENT AND SUPERVISION OF CONSTRUCTION WORK

For the approval of the safety file, please ensure that the following appointments are submitted with the file:

- *Construction manager CR8(1)*
- *Construction work supervisor CR8(7)*
- *Construction health and safety officer CR8(5)*
- *Risk assessor CR9(1)*
- *Incident investigator GAR9(2)*
- *Fall Protection Planner CR10(1)*
- *Electrical installation controller EIR5(4)*
- *COVID19 Manager*
- *Excavation supervisor*
- *Demolition supervisor*
- *Asbestos work supervisor*

8.1 Construction Manager

The Principal Contractor shall appoint in writing a full time competent person as the construction manager with the duty of managing all construction on the site including the duty of ensuring occupational health and safety compliance. The Construction Manager must demonstrate competency in relation to work being performed and the ability to manage construction work, which may include making all statutory appointments in terms of health and safety.

8.2 Construction health and safety officer

The Principal Contractor shall appoint a full-time competent Construction Health and Safety Officer for the construction work, with at least 2 years of experience in the construction industry as a construction health and safety officer.

8.3 Construction supervisor

A Construction Manager must in writing appoint construction supervisors responsible for construction activities and ensuring occupational health and safety compliance on the construction site. A contractor must, upon having considered the size of the project, in writing appoint one or more competent employees for different sections thereof to assist the construction supervisor contemplated in sub regulation (7), and every such employee has, to the extent clearly defined by the contractor in the letter of appointment, the same duties as the construction supervisor: Provided that the designation of any such employee does not relieve the construction supervisor of any personal accountability for failing in his or her supervisory duties in terms of this Regulation.

9. PRINCIPAL CONTRACTOR'S HEALTH AND SAFETY PLAN

The Principal Contractor shall submit a suitable, sufficiently documented and coherent specific health and safety plan based on the Client documented Health and Safety Specification. The health and safety plan shall include but not limited to the following:

- *Objectives*
- *Scope of work*
- *Management of construction and supervision*
- *Monitoring and review plan*
- *Sub-contractor management*
- *COIDA*
- *Risk Assessment & safe working procedures*
- *Incident management*
- *First aid*

- *Fall protection plan*
- *Emergency procedures*
- *Fire prevention & protection*
- *PPE provision*
- *Health & safety signage*
- *Construction vehicles and mobile plants*
- *Hand tools management*
- *Electrical tool management*
- *Electrical installation on construction site*
- *Construction employee's facilities*
- *Health & safety policies*
- *Health and safety training & competencies*
- *Housekeeping*
- *Hazardous chemicals*
- *Inductions*
- *Medicals*
- *Stacking and storage*
- *Internal and external audit*
- *Inspection registers*
- *Toolbox talks*
- *Site establishment*
- *Working in township/ Public safety*
- *Roof work*
- *Corona virus*
- *Site security*
- *Relocation of beneficiaries*
- *Demolition work*
- *Asbestos Abatement*

10. HAZARD IDENTIFICATION AND RISK ASSESSMENT

The Principal Contractor shall before commencement of any construction and during such construction works have risk assessments performed by appointed competent person in writing which forms part of the health and safety plan to be applied.

The provisions of Regulation 9 of the Construction Regulations shall be followed in every detail.

11. HEALTH AND SAFETY FILE

The Client must discuss and negotiate with a Principal Contractor the content of the Health and Safety Plan and thereafter finally approve the Health and Safety plan for implementation. The recommended Health and Safety file shall include the following:

- *SHE policy*
- *PPE policy*
- *COVID19 Policy*
- *Notification of Construction work*
- *Notification for Asbestos Work*
- *Client health & safety specification and Baseline*
- *Principal contractor health & safety plan*
- *Letter of good standing*
- *Section 37.2 Mandatory Agreement*
- *Contractor appointment letter in terms of CR 5.1(k)*
- *Legal appointments and competencies*
- *Risk Assessments as per scope of work*
- *Safe working procedures as per risk assessment*
- *Incident/Accident management procedures*
- *LOA from SCM*
- *Organogram as per appointments*
- *Copy of OHS Act, Construction Regulations 2014 ect.*
- *Environmental management procedures*
- *Induction programme*
- *Emergency procedures*
- *Medical certificate of fitness*
- *Tool box talks programme/ Plan*
- *Fall protection plan*
- *Roof work methodology (MUST be done by Construction manager NOT safety officer)*
- *Proof of registration with Department of Employment and Labour as an electrical contractor*
- *Demolition method statement (Must be done by Demolition supervisor or Construction manager NOT Safety Officer)*
- *Asbestos Management Plan*
- *Asbestos Plan of Work*
- *Proof of registration as an Asbestos Contractor Level 3*
- *Asbestos Risk Assessment*
- *Appointment of Approved Inspection Authority*
- *Names and certificates of all employees involved in Asbestos removal work*

12. CLOSE- OUT CONSOLIDATED HEALTH AND SAFETY FILE

The Principal Contractor shall compile a consolidated H&S file and hand over to EThekwini municipality, Human settlements Unit (Project manager). OHS Unit will conduct a project close out using the appropriate checklist before the completion of the project. The closeout file forms part of the project completion requirements for the retention payment.

13. HEALTH AND SAFETY TRAINING

The Principal Contractor shall ensure that employees are trained on health and safety measures this shall include but not limited to:

- *Written safe working procedures*
- *Risk assessments*
- *Health and safety plan and other policies*
- *COVID19 awareness*
- *Emergency procedures/ Plan*
- *Incident management procedures*
- *Environmental management procedures*
- *Fall protection plan*
- *Induction*
- *Toolbox talks*
- *MSDSs*
- *Roof work methodology*
- *Demolition method statement*
- *Asbestos Plan of Work*

14. INCIDENTS MANAGEMENT & FIRST AID

All incidents and accidents as per Section of the Act must be reported, recorded and investigated as per General Administration Regulation 8 & 9. Where a fatality or permanent disabling injury or incident occurs on the Construction site, the Client must ensure that the Principal Contractor provides the Provincial Director with a report contemplated in Section 24 of the Act and the report includes the measures that the Principal Contractor intends to implement to ensure a safe construction site.

15. HEALTH AND SAFETY AUDITS

The Client must ensure that periodic health and safety audits are conducted at intervals mutually agreed upon between the Principal Contractor and the Client at least every 30 days, the copy of the health and safety audit report must be provided to the Principal Contractor within seven days after the audit.

16. FIRE PRECAUTIONS ON CONSTRUCTION SITE

The Principal Contractor shall provide suitable fire extinguishers which shall be serviced regularly in accordance with the manufactures recommendations. Safety signage shall be prominently displayed in all areas where fire extinguishers are located. The Principal Contractor shall arrange for training of the relevant personnel, in the use of fire extinguishers.

The provisions of Regulation 29 of the Construction Regulations as well as Regulation 9 of Environmental Regulation for Workplaces shall be followed in every detail.

17. ELECTRICAL INSTALLATIONS AND MACHINERY ON CONSTRUCTION SITE.

The Principal Contractor shall designate a competent electrician in writing who shall control all electrical installations. All temporary electrical installations used by the contractor are inspected at least once a week by a competent person and the inspection findings are recorded in a register kept on the construction site. All Electrical machinery is inspected by the authorized operator or user on daily basis using a relevant checklist prior to use and the inspection findings are recorded in a register kept on the construction site.

The provisions of Regulation 5, 6 & 9 of the Electrical Installation Regulations shall be followed in every detail.

18. PERSONAL PROTECTIVE EQUIPMENT AND CLOTHING.

The Principal Contractor shall ensure that every employee is issued with, and wears SANS-approved P.P.E. as per the conducted risk assessment. Failure to use protective equipment as per the risk assessment shall require disciplinary intervention and this process shall be documented in the induction. No employer shall in respect of anything which he is in terms of this Act required to provide or to do in the interest of health or safety of an employee make any deductions from any employee's remuneration or require or permit any employee to make any payment to him or to any other person.

The provisions of Regulation 2 of the General Safety Regulations shall be followed in every detail.

19. OCCUPATIONAL HEALTH AND SAFETY SIGNAGE

The Principal Contractor shall erect and maintain quality safety signage. The signage shall include but is not limited to:

- The construction work permit number displayed at the entrance
- Access restrictions
- A sign indicating that all visitors must report to the site office and must be accompanied by the Principal Contractor when accessing the site
- The name and telephone number of the responsible person(s)
- Emergency telephone number(s)
- PPE to be worn at the particular site
- When falling objects may occur, relevant barricading and warning signs must be erected
- Excavations, heights structures, temporary structures and all risk areas must be indicated as per the specific methods defined in the H&S Plan.

20. DUTIES OF PRINCIPAL CONTRACTORS AND CONTRACTORS

Contractors and sub-contractors must be given a copy of the H&S specification and any additional specification issued by the Client and shall comply with these specifications integrally. All employers working on the site shall conform to the standard in the CHSS. All the duties of the Principal Contractor in this CHSS equally apply, in full, to contractors of such Principal Contractor and to sub-contractors of such contractors. The Principal Contractor shall ensure that the comprehensive and updated list of all the contractors and sub-contractors on site includes:

- A reference to the agreements between the parties, including all contractors Section 37(2) agreements with the Principal Contractor
- The type of work being done
- The date of the approval of the H&S Plan
- The date of expiry of the COIDA certificate of good standing
- The date of the last monthly audit

The provisions of Regulation 7 of the Construction Regulations shall be followed in every detail.

21. FALL PROTECTION PLANNING

The Principal Contractor shall ensure that the fall protection plan include a risk assessment for all work carried out from the fall risk position and the safe work procedures. All employees working from fall risk position are subject to medical examination. The Training Program must be in place for employees working from a fall risk position. The procedures addressing the inspection, testing and maintenance of all fall risk protection equipment. The rescue plan detailing procedure, personnel and suitable equipment to be used to rescue a person. The Principal Contractor must that a competent person is designated to be responsible for the preparation of the fall protection plan.

The provisions of Regulation 10 of the Construction Regulations shall be followed in every detail.

22. STRUCTURES

A contractor must ensure that all reasonably practicable steps are taken to prevent the uncontrolled collapse of any new or existing structure or any part thereof, which may become unstable or is in a temporary state of weakness or instability due to the carrying out of construction work; No structure or part of a structure is loaded in a manner which would render it unsafe; All drawings pertaining to the design of the relevant structure are kept on site and are available on request to an inspector, other contractors, the client and the client's agent or employee.

23. SCAFFOLDING AND WORKING IN A FALL RISK POSITIONS

The Principal Contractor must appoint a competent person in writing who must ensure that all scaffolding work operations are carried out under his or her supervision and that all scaffold erectors, team leaders and inspectors are competent to carry out their work. Scaffold erectors and inspectors must be formally trained and certified competent such training must conform to the requirements of SANS 10085. Scaffolds must be clearly tagged with safe access signage, scaffolds must be inspected daily prior to use and weekly by the scaffold inspector. All scaffolds on site must be individually identified and display a safe / not safe sign. Inspections by the scaffold inspector must be documented on the scaffold tag and in a register; a template of the tag and of the register shall be included in the H&S Plan. All scaffolds must be accessed with a ladder only. Ladders must be inside the scaffolds and hatches must be close ladder – openings in decks. All scaffold decks must be fully covered and barricaded so as to prevent persons working there from falling off. Scaffold erectors must attach a fall prevention harness at all times; the double lanyards must be fitted with scaffold hooks only. Where a Principal Contractor is using access trestles must be in compliance with General Safety Regulation 6

The provisions of Regulation 16 of the Construction Regulations shall be followed in every detail.

24. CONSTRUCTION EMPLOYEES FACILITIES

The Principal Contractor shall provide at or within reasonable access of every construction site, the following clean, hygienic and maintained facilities:

- (a) Shower facilities after consultation with the employees or employees representatives, or at least one shower facility for every 15 persons;
- (b) at least one sanitary facility for each sex and for every 30 workers;
- (c) changing facilities for each sex; and
- (d) sheltered eating areas.

The provisions of Regulation 2, 3, 4, 6, 7, 9 of the Facilities Regulations shall be followed in every detail.

25. STORAGE AND USE OF FLAMMABLE LIQUIDS

No flammable substances must be stored on site unless these are stored in a flammable store or cabinet approved by the Municipal Chief Fire Officer, no other materials shall be stored in the flammable store or cabinet. Where required the H&S Plan shall include a method statement detailing the safe use, storage, decanting and spill controls for all flammable liquids used and stored on site.

The provisions of Regulation 25 of the Construction Regulations shall be followed in every detail.

26. HAZARDOUS CHEMICAL SUBSTANCE

With respect to hazardous chemical substances used, the contractor shall ensure that:

- All MSDS are included in the H&S File
- A HCS risk assessment is included in the H&S Plan
- The safe use, storage, emergency procedures and safe disposal of hazardous substances are addressed in a method statement(s) included in the H&S Plan.
- Proof of competency and signed letters of appointment of the person responsible for chemical handling is included in the H&S File.

Any hazardous chemical substance intended to be applied on site during the project (i.e. after approval of the H&S Plan) shall be subject to an issue-based risk assessment and method statement which must be presented to the Client Agent prior to the substance being introduced on site.

The provisions of Regulation 3, 5, 7, 8, 9, 9A, 10, 11, 14, 15 of the Hazardous Chemical Substances Regulations shall be followed in every detail.

27. HOUSEKEEPING AND GENERAL SAFE GUARDING ON CONSTRUCTION SITE

The Principal Contractor shall appoint a person responsible for general housekeeping and stacking and storage of materials and equipment on the entire site.

The provisions of Regulation 27 of the Construction Regulations shall be followed in every detail.

28. CONSTRUCTION MEDICALS

A Principal Contractor must ensure that all his or her employees have a valid medical certificate of fitness specific to the construction work to be performed and issued by an Occupational Health Practitioner in the form of Annexure 3.

29. HEALTH AND SAFETY REPRESENTATIVE AND SHE COMMITTEE

Health and Safety Representatives

- The Principal Contractor shall ensure that Health and Safety Representatives are appointed in writing and exercise their functions as defined in OHSA.
- The Principal Contractor shall elect and appoint a health and safety representative regardless of the number of employees on the site.
- The H&S representative shall at all times be on site and report to the Health and Safety Officer and Construction Manager.

Health and Safety Committee

- The Principal Contractor shall ensure that the H&S committee meets on a monthly basis
- The Principal Contractor's management and each contractor shall be represented at the H&S committee meeting; contractors with more than 20 employees shall have an H&S representative at each committee meeting and each contractor shall have a management member attending each H&S committee meeting.

30. STACKING AND STORAGE ON CONSTRUCTION SITE

A Principal Contractor must, in addition to compliance with the provisions for the stacking of articles in the General Safety Regulations, 2003, ensure that—

A competent person is appointed in writing with the duty of supervising all stacking and storage on a construction site;

Adequate storage areas are provided;

There are demarcated storage areas; and storage areas are kept neat and under control.

31. EMERGENCY PROCEDURES/ PLAN

Principal contractor shall submit a detailed Emergency Procedures/ Plan for approval by the client prior to commencement of work on site. The procedures shall detail the response plan including the following:

List of key competent personnel

Details of emergency services

Action or steps to be taken in the event of emergencies

Information on hazardous material

Site specific emergency events

32. INDUCTION AND TOOLBOX PROGRAMME

No contractor may allow or permit any employee or person to enter any site, unless that employee or person has undergone health and safety induction training pertaining to the hazards prevalent on the site at the time of entry.

A contractor must ensure that all visitors to a construction site undergo health and safety induction pertaining to the hazards prevalent on the site and must ensure that such visitors have the necessary personal protective equipment.

A contractor must at all times keep on his or her construction site records of the health and safety induction training contemplated in sub-regulation (6) and such records must be made available on request to an inspector, the client, the client's agent or the principal contractor;

The Principal Contractor must ensure that the toolbox talks are conducted on weekly basis and the training records kept on the safety file.

33. CONSTRUCTION VEHICLES AND MOBILE PLANTS

For any use of construction vehicle and mobile plant in the construction site, contractor must comply with all the provisions of Construction Regulation 23.

34. ORGANOGRAM

Contractor shall submit an organogram outlining the site safety, health and environmental management structure as per appointment. The organogram must reflect the project and the company name and must have legal references

35. SITE ESTABLISHMENT

The contractor is required to do the site establishment as per agreement with the client. The contractor must indicate on his health and safety plan as to how he is going to deal with the all health and safety site establishment requirements

36. ENVIRONMENTAL MANAGEMENT PLAN

To ensure compliance with all the applicable environmental management regulations and applicable specifications of this project, please ensure that the minimum below topics are covered:

- *Water provision,*
- *Ablution,*
- *Waste management,*
- *Concrete works,*
- *Refuelling and spillage management,*
- *Hazardous chemicals storage and disposal,*
- *Environmental awareness training,*
- *No Go Areas,*
- *Site demarcation ect.*
- *Demolition work*
- *Asbestos work*

37. CORONA VIRUS

Corona viruses are a large family of viruses that are found both in humans and animals. Some of these viruses are known to cause illnesses ranging from common cold to severe respiratory diseases. Corona virus (COVID-19) was identified in December 2019 in China.

COVID-19 infections have spread to other countries in the world. Exposure to Covid-19 may cause flue like symptoms such as coughing, sneezing, headaches, fever, sore throat and at times affect the lungs and airways of employees. Symptoms can be mild, moderate, severe or fatal.

Coronavirus Disease 2019 (COVID-19) is a respiratory disease caused by the SARS-CoV-2 virus.

To reduce the impact of COVID-19 outbreak conditions on businesses, workers, customers, and the public, it is important for all employers to plan now for COVID-19. For employers who have already planned for influenza outbreaks involving many staff members, planning for COVID-19 may involve updating plans to address the specific sources of exposure, routes of transmission, and other unique characteristics of SARS-CoV-2 (i.e. compared to influenza virus outbreaks).

Introduction

The legislation governing workplaces in relation to COVID-19 is the Occupational Health and Safety Act, Act 85 of 1993, as amended, read with the Hazardous Biological Agents Regulations. Section 8 (1) of the Occupational Health and Safety (OHS) Act, Act 85 of 1993, as amended, requires the employer to provide and maintain as far as is reasonably practicable a working environment that is safe and without risks to the health of employees. Specifically, section 8(2)(b) requires steps such as may be reasonably practicable to eliminate or mitigate any hazard or potential hazard before resorting to Personal Protective Equipment (PPE). However, in the case of COVID-19, a combination of controls is required, although the main principle is to follow the hierarchy of controls. While engineering and administrative controls are considered more effective in minimizing exposure to SARS-cov-2, PPE may also be needed to prevent certain exposures. While correctly using PPE can help prevent some exposures, it should not take the place of other prevention strategies. This is a risk assessment for dealing with the current COVID-19 situation in the construction site. It may not likely to cover all scenarios therefore Construction Management should develop Standard Operating Procedures as there may be unique circumstances and make a necessary call in the interest of the health and safety of employees. This is a risk assessment for dealing with the current COVID-19 situation in the construction site. It may not likely to cover all scenarios therefore management should develop SOP's as there may be unique circumstances and make a necessary call in the interest of the health and safety of Contractor employees.

Definitions

“BCEA” means the Basic Conditions of Employment Act, 1997 (Act No.75 of 1997)

“COVID-19” means Coronavirus Disease 2019

“Disaster Management Act” means the Disaster Management Act, 2002 (Act No.57 of 2002)

“OHSA” means the Occupational Health and Safety Act, 1993 (Act No.85 of 1993)

“PPE” means personal protective equipment

“virus” means SARS-Cov-2 virus

“Worker” means any person who works in an employer's workplace including an employee of the employer or contractor, a self-employed person or volunteer

“workplace” means any premises or place where a person performs work

“NICD” means National Institute for Communicable Diseases

“OMP” means Occupational Medical Practitioner

COVID 19 Risk Assessment:

- The Contractor must ensure that COVID 19 Risk Assessment (COVID 19 Health and Safety Plan) is conducted and submitted to the Client prior to the commencement of the construction work, it must be in line with the Client COVID 19 Health and Safety Specification.
- The Contractor must appoint COVID 19 Compliance Manager to ensure that all necessary COVID 19 safety precautions are implemented to prevent the spread.

Training and awareness:

- The Contractor must ensure that all employees are inducted on COVID19 contractor risk assessment to prevent the spread.
- The Contractor must ensure that the employees are trained on COVID 19 to prevent the spread of the virus, training records must be kept in the Safety File.
- COVID-19 Direction on Health and Safety in the Workplace Government Gazette dated 29 April 2020, must be used as guideline and be customized to specific construction site.
- The Contractor must provide workers with information that raises awareness in any form or manner, including where reasonably practicable leaflets and notices placed in conspicuous places in the workplace informing workers of the dangers of the virus, the manner of its transmission, the measures to prevent transmission such as personal hygiene, social distancing, use of cloth masks, cough etiquette and where to go for screening or testing if presenting with symptoms.

Hand Hygiene:

- The Contractor must provide adequate facilities for the washing of hands with soap and clean water on each construction site.
- The Contractor must provide 70% alcohol-based hand sanitizers at strategic points of the construction site.
- The Contractor must provide paper towels to dry hands after hand washing.

Cleaning and Disinfecting surfaces:

- The Contractor must take measures to ensure that all work surfaces and equipment are disinfected before work begins, regular during the working period and upon completion of the work.
- The Contractor must ensure frequent cleaning and disinfecting of objects and surfaces that are touched regularly, particularly in areas of high use such as shared tools, taps, ablution facilities, handrails, light switches, eating and change room areas, shared construction vehicles, etc. using appropriate disinfecting solutions such as clean water, soap and bleach.

Social Distancing:

- The Contractor must arrange the construction site to ensure minimal contact between workers and as far as practicable that there is a minimum of 1,5meter distance between workers while they are working. employees are aware to maintain social distance when working.
- The Contractor must ensure that social distancing measures are implemented through supervision of both the construction site and in the common areas outside the workplace, through queue control or within the workplace, these measures may include dividing the workers into groups or staggering break times to avoid the concentration of workers in common areas.
- The Contractor must ensure that where the minimum distance is impossible employees must always be instructed to wear cloth mask/FFP1/2 mask or reducing the number of workers present in the construction site at any time to achieve the required social distancing.
- The Contractor must ensure that employees working in offices are provided with physical barriers placed between work their workstations

Personal Protective Equipment (PPE)

- The Contractor must ensure that every worker is provided with two cloth masks to be worn when in workplace or public which comply with the requirement set out in the guideline issued by Department of Trade, Industry and Competition.
- The main benefit of everyone wearing a cloth mask is to reduce the amount of virus droplets being coughed up by those with infection and transmitted to others and to surface that others may touch.
- Every Contractor must ensure that workers are informed, instructed, trained and informed as to the correct use of cloth mask.
- The Contractor must ensure to issue face shield/visors where applicable as double protection

Point of entry screening

- The Contractor must identify the screening area for each construction site.
- The Contractor must ensure that the daily point of entry screening is conducted when entering construction site by a person nominated by the Contractor.
- The Contractor must ensure that all employees and visitors are screened and only those with all clear will be given clearance to carry on with construction work.
- The Contractor must ensure that during the screening a 1.5 m distance is maintained and FFP1/2 mask to be worn by a nominated person.
- The Contractor must ensure that the screening person is trained.
- The Contractor must ensure that a bottle of sanitiser is available at the screening area.

- The Contractor must ensure that the thermal device are provided during the screening process.
- The Contractor must ensure that all employees complete a COVID 19 Questionnaire which will be used to screen potential risk personnel entering the construction site.

Symptomatic employees

- The Contractor must ensure that any person who ticks YES to one or more symptoms will be sent home and be advised to seek testing by a healthcare provider.
- The Contractor must ensure that employees who are sick with continuous cough, sore throat, difficulty breathing, or a high temperature in the workplace will be encouraged to stay home.
- The Contractor must ensure that the positive tested COVID 19 case, the employee is on paid sick leave in terms of section 22 of BCEA or if the employee's sick leave is exhausted, the Contractor shall apply for an illness benefit.
- The Contractor must ensure that employees confirmed to have COVID 19 will be managed in line with National Department of Health COVID 19 guidelines.
- The Contractor must isolate the worker with confirmed COVID case and issued him/her with FFP2 or surgical mask, arrange for the worker to be transported for further medical examination or testing, in a manner that does not place other workers or members of the public at risk
- The Contractor must ensure that the driver who is transporting the Person Under Investigation is provided with surgical mask or FFP2 mask.
- The Contractor must assess the risk of transmission, disinfect the work area and refer those workers who may be at risk for screening to prevent possible transmission.
- The Contractor must advise the Communicable Disease Centre (CDC) so that other contacts be identified and be investigated
- The Contractor must ensure that tested positive for COVID 19 is not discriminated in terms of Employment Equity Act no. 55 of 1998.
- The Contractor must ensure that if there is evidence that the worker contracted COVID 19 as a result of occupational exposure, lodge a claim for compensation in terms of the Compensation for Occupational Injuries and Diseases Act no. 130 of 1993.
- The Contractor must ensure that if a worker has been diagnosed with COVID 19 and isolated in accordance with the National Department of Health Guidelines, a Contractor may only allow a worker to return to work on the following conditions, the worker has undergone a medical evaluation confirming that the worker has been tested negative for COVID 19.

Emergency Numbers

- Corona virus (COVID-19) 24-Hour Hotline number: 0800 029 999
- Corona virus (COVID-19) WhatsApp Number: 0600 12 3456
- COVID-19 National Crisis Helpline - 0861 322 322
- NICD (National Institute of Communicable Diseases) 24-Hour toll-free hotline number: 0800 029 999 or 0800 111 132
- SAPS gender-based violence service complaints (SAPS) - 0800 333 177
- GBV (Gender Based Violence) Command Centre -0800 428 428/ *120*7867# (free from any cell phone)/ SMS Line: 32312
- Women Abuse Helpline - 0800 150 150
- People Opposing Women Abuse (POWA) - Tel: 011 642 4345/ Afterhours cellphone: 0837651235
- Child Line - 0800 055 555
- Lifeline South Africa - 0800 012 322 (free on mobile networks including landlines)
- FAMSA - Advice on family relationships - 011 975 7107
- Human trafficking - Report cases of human trafficking - hotline operated by the Salvation Army and Be Heard - 08007 37283 (0 8000-rescue)
- National Human Trafficking Helpline - 0800 222 777
- Persons with Disabilities - SMS 'help' to 31531
- National AIDS Helpline - 0800 012 322
- Suicide Helpline - 0800 567 567
- Stop Gender Violence - Anonymous, confidential and accessible telephonic information, counselling and referrals, in all 11 official languages - 0800 150 15
- Substance Abuse Helpline - 0800 12 13 14

Recommended Best Practice

- The Contractor must ensure that vulnerable and 60 years old workers are identified and received a special measure for their protection.
- The Contractor must ensure that for communication strategy Microsoft Team, ZOOM or Skype or cell phones are used to prevent the spread of COVID 19 virus.
- The Contractor must ensure to keep the workplace well ventilated by natural or mechanical means to reduce the SARS – CoV – 2 viral loads.

Returnable:

When submitting your safety file for approval, please ensure that the following documents are attached:

- COVID19 Health Risk Management Plan signed by 16(1) or 16(2) – Chief executive officer or assistant Chief executive officer
- COVID19 Policy signed by 16(1) – Chief executive officer
- COVID19 Manager appointed in writing - preferable any person who is conversant and with influence on site.
- COVID19 Risk assessment, outlining all the processes as detailed on your COVID19 Health Risk Management Plan

References

- COVID-19 Disaster Management Act
- Occupational Health & Safety Act 85 of 1993
- The Department of Employment and Labour: Workplace Preparedness: COVID-19 (SARS-CoV-19 virus)
- COVID-19 Occupational Health and Safety Measures in Workplaces COVID-19 (C19 OHS), 2020
- Hazardous Biological Agents Regulations
- National Institute for Occupational Health (NIOH)

N.B. This must be read in conjunction with the OHS Directive issued by Department of Employment and Labour.

38. WORKING IN A TOWNSHIP/ PUBLIC SAFETY

As indicated in the scope of work that the project is located in a township, therefore, the contractor must explain how he intended to conduct his construction work without affecting the health or safety of the community and ensuring that there is no destruction of the services and local businesses. The site shall at all times be secured to prevent the unauthorized access of persons to construction risk areas. Appropriate health and safety signage shall be posted and access control to site must be exercised via a single access point. All members entering the site must indicate in what capacity they are visiting the site. The access point must be designed and constructed to allow for temporary parking, entry of construction vehicles, entry of personnel transport vehicles and entry of individual workers and other persons. The principal Contractor shall ensure that each person visiting the site shall be inducted to the site and such abridged induction shall outline the hazards from on-site activities and the precautions to be observed to avoid or minimize those risks. Visitors must only enter when accompanied by a responsible person designated by the Principal Contractor.

39. ASBESTOS WORK

"asbestos work" means work that exposes or is likely to expose an employee to asbestos dust, including transporting, storing, removing, handling, treating, repairing and disposing of asbestos

The contractor is required to cover the following items as per Asbestos Abatement Regulations:

- Notification for Asbestos work
- Asbestos Management
- Plan of Work
- Asbestos Inventory
- Asbestos Risk Assessment
- Information and training
- Asbestos Transportation and Disposal
- Medical surveillance
- Air Monitoring
- PPE
- Labelling and signage

Furthermore, the contractor is required to comply with all the provisions of Asbestos Abatement Regulations 2020

40. DEMOLITION WORK

The Principal Contractor must appoint a competent person in writing to supervise and control all demolition work on site. A contractor must ensure that before any demolition work is carried out, and in order to ascertain the method of demolition to be used, a detailed structural engineering survey of the structure to be demolished is carried out by a competent person and that a method statement on the procedure to be followed in demolishing the structure is developed by that person. During a demolition, the competent person contemplated in sub regulation (1) must check the structural integrity of the structure at intervals determined in the method statement contemplated in sub regulation (2), in order to avoid any premature collapses