 Eskom	<b>Report</b>	<b>Technology</b>
-----------------------------------------------------------------------------------------	---------------	-------------------

Title: **Training Requirements for Physical Security Systems (PSS)**

Unique Identifier: **240-171000100**

Alternative Reference Number: **N/A**

Area of Applicability: **Engineering**




Documentation Type: **Guideline**

Revision: **1**

Total Pages: **14**

Next Review Date: **N/A**

Disclosure Classification: **CONTROLLED DISCLOSURE**

<b>Compiled by</b>	<b>Functional Responsibility</b>	<b>Authorised by</b>
		
Donald Moshoeshoe Snr Engineer – PTM&C	Cornelius Naidoo Manager Telecomms and Physical Security T&S	Nelson Luthuli Senior Manager (Acting) – PTM&C
Date: 19/05/2023	Date: 19 May 2023	Date: 23 May 2023

## **CONTENTS**

	<b>Page</b>
<b>1. INTRODUCTION .....</b>	<b>3</b>
<b>2. SUPPORTING CLAUSES .....</b>	<b>3</b>
2.1 SCOPE .....	3
2.1.1 Purpose .....	3
2.1.2 Applicability .....	3
2.2 NORMATIVE/INFORMATIVE REFERENCES .....	3
2.2.1 Normative .....	4
2.2.2 Informative .....	4
2.3 DEFINITIONS .....	4
2.3.1 Disclosure Classification .....	5
2.4 ABBREVIATIONS .....	5
2.5 ROLES AND RESPONSIBILITIES .....	5
2.6 PROCESS FOR MONITORING .....	5
2.7 RELATED/SUPPORTING DOCUMENTS .....	5
<b>3. TRAINING REQUIREMENTS .....</b>	<b>5</b>
3.1 SECONDARY PLANT PHYSICAL SECURITY SYSTEMS TRAINING PHYLOSOPHY .....	5
3.1.1 General .....	5
3.1.2 Training structure .....	6
3.1.3 Pre-requisite courses .....	7
3.1.4 Generic Physical Security System courses .....	7
3.1.5 Proposed Unit Standards Similar to SAQA prescriptions .....	8
3.1.5.1 Introductory Course on Security within Eskom .....	8
3.1.5.2 Course for Physical Security Systems Operating Personnel .....	9
3.1.5.3 Course for Physical Security Systems Maintenance Personnel: Administrative .....	9
3.1.5.4 Course for Physical Security System Maintenance Personnel: Technical .....	10
3.1.6 Course training requirements .....	10
3.1.6.1 Training for Physical Security Systems Operating Personnel .....	10
3.1.6.2 Training for Physical Security System Maintenance Personnel: Administrative .....	11
3.1.6.3 Training for Physical Security System Maintenance Personnel: Technical .....	11
3.1.7 Target audience .....	12
3.1.8 Requirements for facilitators .....	12
3.1.9 Guidelines for the development of Training Material .....	13
3.1.10 Training pre-requisites .....	13
3.1.11 Physical security Systems training plan .....	14
<b>4. AUTHORISATION .....</b>	<b>14</b>
<b>5. REVISIONS .....</b>	<b>14</b>
<b>6. DEVELOPMENT TEAM .....</b>	<b>14</b>
<b>7. ACKNOWLEDGEMENTS .....</b>	<b>14</b>
<b>TABLES</b>	
Table 1: Unit Standard for Introductory Course .....	9
Table 2: Unit Standard for Eskom Physical Security Systems Operating Course .....	9
Table 3: Unit Standard for Eskom ISS Maintenance Administration Course .....	10
Table 4: Unit Standard for Eskom Physical Security Systems Technical Maintenance Course .....	10
Table 5: Courses pre-requisites .....	14

### **CONTROLLED DISCLOSURE**

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

## **1. INTRODUCTION**

Eskom is committed to empowering its employees by means of effective and efficient training. It takes place under the auspices of the Eskom Academy of Learning (EAL) who also acts as the custodian of Training Material. Courses are presented at EAL or on site, and maximum interaction between Learners and the subject matter under study, is encouraged where possible.

Physical Security Systems (PSS) training efforts are central to the success of the PSS in Eskom as they will transform the systems' operating, maintenance and management requirements into skills and knowledge needed for the workforce to achieve optimal value for Eskom.

If correctly planned for, PSS training efforts will lead to better processes and more efficient work. It is therefore important that the PSS training be rolled out in a system which embraces both classroom and on-the-job training (blended learning) where necessary so as to synchronize knowledge and practical experience.

Job levels and departmental variations shall be considered when developing the training plan, as a training approach that works for a particular department at a certain site will not necessarily work for a similar department at another site. The training team shall therefore allow for agility to allow for adaptation to the needs of various target groups.

While agility is encouraged, alignment of training efforts to the broader Eskom business objectives, systems, standards, policies and strategic goals is required. Additionally, for the PSS training to make a positive impact, its methodologies, material content, timeframes and delivery should not only be encompassing of stakeholder reasonable aspirations, but should also fulfil regulatory and legal requirements for workplace based training.

*Note (s): The term Physical Security Information Management System (PSIM) shall refer to any Physical Security System which performs a management or similar function for the integrated security system or any security subsystem.*

*The terms physical security system and secondary plant physical security systems shall refer to electrical and electronic physical security systems.*

## **2. SUPPORTING CLAUSES**

### **2.1 SCOPE**

This document outlines training requirements for secondary plant personnel for Physical Security Systems (PSS) in Eskom Transmission Division.

#### **2.1.1 Purpose**

This document stipulates training requirements for secondary plant personnel for Physical Security Systems (PSS) in Eskom Transmission Division.

#### **2.1.2 Applicability**

This document shall apply throughout Eskom Transmission Division.

### **2.2 NORMATIVE/INFORMATIVE REFERENCES**

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

### **CONTROLLED DISCLOSURE**

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

### 2.2.1 Normative

- [1] ISO 9001 Quality Management Systems.
- [2] 240-64685256 Certification of Secondary Plant Personnel

### 2.2.2 Informative

- [3] 240-66963818 Process Control Manual (PCM) for Establish Security Management Approach
- [4] 240-66963836 Process Control Manual (PCM) for Manage Security Operations
- [5] EPSIUP-606- 73-001 PSIUP Training Plan and Philosophy

## 2.3 DEFINITIONS

Definition	Description
Analysis (as cognitive skill)	The ability to divide concepts into various entities and understand the structure and relationships.
Application (as cognitive skill)	Application is demonstrated by means of the use of a concept in a new situation or scenario
Course	An orderly presentation of lessons and topics and the related measurement and assessment of the learner's knowledge and/or skills in specific areas of training.
Competency Based Assessment	An assessment method covering the Knowledge, Skills and Attitude that a learner has mastered and his/her ability to apply it in the workplace
Comprehension (as cognitive skill)	The ability to show understanding of the meaning of concepts and principles and be able to interpret problems and instructions, and to translate them into own words.
Evaluation (as cognitive skill)	The ability to form an opinion, make a judgement or justify a solution.
Knowledge (for learning)	The simplest form of learning, and is acquired through interaction with the Training Material to recall data or information.
Formative assessment	Formative assessment, including diagnostic testing, is a range of formal and informal assessment procedures conducted during the learning process in order to modify facilitation and learning activities to improve student attainment.
NQF Levels (as defined by SAQA)	Level 1: General Certificate Level 2: Elementary Certificate Level 3: Intermediate Certificate Level 4: National Certificate Level 5: Higher Certificate Level 6: Diploma or Advanced Certificate Level 7: Bachelor's Degree or Advanced Diploma Level 8: Bachelor Honours Degree or Postgraduate Diploma Level 9: Master's Degree Level 10: Doctoral Degree
Summative assessment	A summative assessment evaluates learning at the end of a learning intervention by comparing it against some standard or benchmark.
Synthesis (as cognitive skill)	The ability to produce something from different elements.
TASK	(Tuned Assessment of Skills and Knowledge) A computerised grading system where four factors are used (complexity, knowledge, influence and

### CONTROLLED DISCLOSURE

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

Definition	Description
	pressure) to grade a job. It is a system with five skills levels, each with subgrades.
Training	Organised activity aimed at imparting information and/or instructions to improve the recipient's performance or to help him or her to attain a required level of knowledge or skill.
Vocational Competency	Vocational competency is defined as broad industry knowledge and experience, usually combined with a relevant industry qualification.

### 2.3.1 Disclosure Classification

**Controlled disclosure:** controlled disclosure to external parties (either enforced by law, or discretionary).

## 2.4 ABBREVIATIONS

Abbreviation	Description
EAL	Eskom Academy of Learning
NQF	National Qualifications Framework
OEM	Original Equipment Manufacturer
PSIM	Physical Security Information Management System
PSS	Physical Security System
RPL	Recognition of Prior Learning
SAQA	South African Qualifications Authority
SETA	Sector Education And Training Authority

## 2.5 ROLES AND RESPONSIBILITIES

Roles shall be as defined in the Certification of Secondary Plant Personnel standard (document identifier: 240-64685265).

## 2.6 PROCESS FOR MONITORING

The effectiveness of this document will be determined by the training study committee and revised as per the committee recommendations.

## 2.7 RELATED/SUPPORTING DOCUMENTS

Not Applicable

# 3. TRAINING REQUIREMENTS

## 3.1 SECONDARY PLANT PHYSICAL SECURITY SYSTEMS TRAINING PHILOSOPHY

### 3.1.1 General

- Learning outcomes shall adhere to the requirements for outcomes, they should clearly define what Learners should be able to do at the end of the course, should be realistic and attainable, and meet the job function requirements.

### CONTROLLED DISCLOSURE

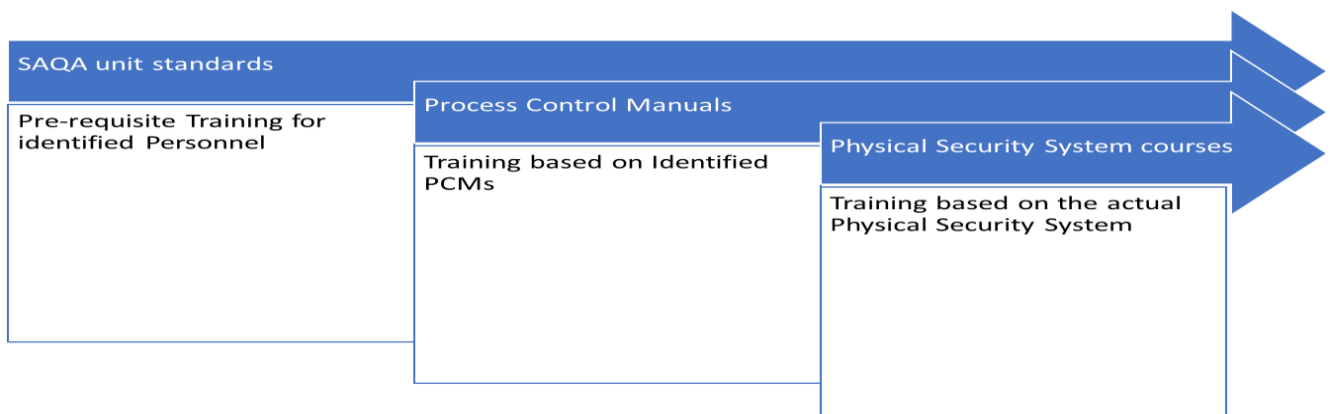
When downloaded from the EDMS, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

- b) Training courses shall provide for developing all the cognitive skills of Learners to interact with Physical Security Equipment namely: Knowledge, Comprehension, Application, Analysis, Synthesis and Evaluation.
- c) Provision shall be made for Learners to physically perform tasks in simulated conditions against Standard Operating Procedures.
- d) Maximum interaction between Learners and the subject matter under study should take place.
- e) Learners have to become familiar with the Physical Security Equipment by actively operating the systems and equipment.
- f) Learners should become confident to respond to events and incidents correctly even when they are under pressure.
- g) Consideration shall be given to various types of learning interventions such as Classroom Training, Self-study, E-learning, etc.
- h) Training shall span the complete spectrum of training provided for Site Acceptance Test personnel, training for operators, as well as training for maintenance personnel.
- i) Supportive learning environments shall be created to enhance the effectiveness of learning interventions in order to result in the desired intellectual quality.
- j) Training shall be scheduled at times when Eskom is ready to receive the intervention. The assessment of readiness for training shall include aspects such as maturity of organisational changes, site readiness, factors that may influence course attendance negatively.

### 3.1.2 Training structure

*Note: The guidelines of SAQA in terms of NQF Levels and Unit Standard descriptions were followed for the structuring and description of Training Courses below. Only the pre-requisite training courses are to be SAQA accredited.*

- a) The training framework incorporates SAQA unit standards, relevant PCMs and actual Physical Security Training as depicted in the workflow below.



- b) The chronological flow of training depicted above should be followed where Learners aspire to be SAQA accredited. In such cases the Learners should complete and file their portfolio of evidence for all SAQA accredited courses and submit them to the relevant SETA to ensure they achieve their accreditation.
- c) Where Learners do not wish to be accredited, they should identify and do their training (on ad hoc basis) that is relevant to their line of work to ensure proficiency to conduct their duties, without the need to follow the structure above.

### CONTROLLED DISCLOSURE

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

### 3.1.3 Pre-requisite courses

Learners are encouraged to complete their portfolio of evidence for SAQA accredited courses below to ensure that they achieve their accreditations, thus fulfilling the requirements of the Skills Development Act.

Pre-required Process Training	Unit Standard Number	Target Audience Group
Conduct Access and Egress Control	244189	All Security Officers (Eskom and subcontractors)
Operate effectively within a specified control room environment	11513	Security Control Centre Operators
Operate a computer workstation in a business environment	114979	All security operating and maintenance personnel
Supervise work unit to achieve work unit objectives	10981	Security Supervisors
Perform one-to-one on the job training	117877	Perform one-to-one on the job training
All of the above training, on the basis of management knowledge of systems and support when required	All of the above	Security Managers

### 3.1.4 Generic Physical Security System courses

Course	Description	Proposed NQF Level (Similar to SAQA Prescriptions)
Introductory Course on Security within Eskom.	This should be a basic course on Eskom security as a whole. This should include introductory training on the interaction with the PSS, and should include the introduction of the relevant SOPs. Security Officers should also attend this course;	Level 2
Physical Security Systems for Operating Personnel.	This course should include an overview of the complete PSS as point of departure before presenting specific PSS Operating training. Security Operators shall attend this course and it is recommended to have a dedicated module for operators of Security Control Centres. Training Modules should also be developed specifically for Security Supervisors and Security Managers;	Level 3
Physical Security Systems for Maintenance Personnel: Administrative.	This course should include an overview of the complete PSS as point of departure. The Administrative Maintenance Personnel have	Level 3

### CONTROLLED DISCLOSURE

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

	administrative tasks but interface closely with the PSS to manage the maintenance process. Training for Administrative Maintenance Personnel shall include modules dedicated to training for the management of maintenance events, arrangements for the restoring of failed hardware or software, and training to interface with the Physical Security Systems maintenance workflow. This course shall also include training for Maintenance Management Personnel who oversee maintenance operators;	
Physical Security Systems for Maintenance Personnel: Technical	<p>This course shall include an overview of the complete PSS as point of departure.</p> <p>This training shall include a module to train Technicians who will be responsible for low level repairs and who need very little PSS knowledge, but only a basic level of training is required.</p> <p>It shall also include a dedicated module for Technologists and Engineers who will be responsible for basic PSS setup and repairs.</p> <p>This module shall provide for a fair amount of PSS technical training.</p> <p>A dedicated training module for System Engineers shall also be developed who require in depth PSS technical training.</p>	Level 3

- The Training Courses shall be structured into Training Modules (or Study Units) containing specific topics and themes in order for Learners to process the knowledge effectively and to confirm comprehension thereof (sample assessments/formative assessments).
- Course durations shall be determined in order for learning interventions to not only provide for sufficient time, but also to enhance efficiency of the Eskom business as a whole.
- Self-study courses on pre-course material shall also be considered to have a positive effect on business efficiency.

### 3.1.5 Proposed Unit Standards Similar to SAQA prescriptions

This section contains the Proposed Unit Standards for the Physical Security System Courses, which are similar to SAQA Unit Standards. These Unit Standards are aimed at guiding the definition of course outcomes and content.

#### 3.1.5.1 Introductory Course on Security within Eskom

<b>Unit Standard Title</b>	Apply Eskom Security principles, rules and procedures during the execution of duties and responsibilities.
<b>Field</b>	Eskom Security

### CONTROLLED DISCLOSURE

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



<b>NQF Level (Similar to SAQA Prescriptions)</b>	Level 2
<b>Subfield</b>	Record keeping, Response, Guarding
<b>Unit Standard purpose</b>	This Unit Standard is for those receiving introductory training on aspects of security within Eskom.
<b>Recognition of Prior Learning</b>	Previous experience in Eskom Security will be beneficial for Learners during this learning intervention, but no formal credits will be given.
<b>Unit Standard range</b>	All Eskom Security personnel
<b>Specific Outcomes</b>	Demonstrate Eskom Security principles, rules and procedures during the execution of duties and responsibilities.
<b>Assessment criteria</b>	Formal assessments will be developed as part of the Eskom Training Material.

**Table 1: Unit Standard for Introductory Course**

### 3.1.5.2 Course for Physical Security Systems Operating Personnel

<b>Unit Standard Title</b>	Operate the Eskom Physical Security Systems.
<b>Field</b>	Eskom Security
<b>NQF Level (Similar to SAQA Prescriptions)</b>	Level 3
<b>Subfield</b>	Record keeping, Response, Escalate incidents and events, Supervise, Advise.
<b>Unit Standard purpose</b>	This Unit Standard is for those receiving training to operate the Eskom Physical Security Systems.
<b>Recognition of Prior Learning</b>	Previous experience in Eskom Security will be beneficial for Learners during this learning intervention, but no formal credits will be given.
<b>Unit Standard range</b>	All Eskom Security personnel
<b>Specific Outcomes</b>	Demonstrate competence in operating the Eskom Physical Security Systems.
<b>Assessment criteria</b>	Formal assessments will be developed as part of the Eskom Training Material.

**Table 2: Unit Standard for Eskom Physical Security Systems Operating Course**

### 3.1.5.3 Course for Physical Security Systems Maintenance Personnel: Administrative

<b>Unit Standard Title</b>	Administrate the Eskom Physical Security Systems Maintenance.
<b>Field</b>	Eskom Security
<b>NQF Level (Similar to SAQA Prescriptions)</b>	Level 3

**CONTROLLED DISCLOSURE**

<b>Subfield</b>	Record keeping, Escalate incidents and events, administration, maintenance workflow.
<b>Unit Standard Purpose</b>	This Unit Standard is for those receiving training to administrate Eskom Physical Security Systems Maintenance.
<b>Recognition of Prior Learning</b>	Previous experience in Eskom Security will be beneficial for Learners during this learning intervention, but no formal credits will be given.
<b>Unit Standard range</b>	All Eskom Security personnel
<b>Specific Outcomes</b>	Demonstrate competence in administering the Eskom Physical Security Systems Maintenance.
<b>Assessment criteria</b>	Formal assessments will be developed as part of the Eskom Training Material.

**Table 3: Unit Standard for Eskom ISS Maintenance Administration Course**

### 3.1.5.4 Course for Physical Security System Maintenance Personnel: Technical

<b>Unit Standard Title</b>	Maintain the Eskom Physical Security System
<b>Field</b>	Eskom Security
<b>NQF Level (Similar to SAQA Prescriptions)</b>	Level 3
<b>Subfield</b>	Record keeping, Escalate incidents and events, System Setup and Repair, Maintenance.
<b>Unit Standard Purpose</b>	This Unit Standard is for those receiving training to maintain the Eskom Physical Security Systems.
<b>Recognition of Prior Learning</b>	Previous experience in Eskom Security will be beneficial for Learners during this learning interventions, but no formal credits will be given.
<b>Unit Standard range</b>	All Eskom Security personnel
<b>Specific Outcomes</b>	Demonstrate competence in maintaining the Eskom Physical Security Systems.
<b>Assessment criteria</b>	Formal assessments will be developed as part of the Eskom Training Material.

**Table 4: Unit Standard for Eskom Physical Security Systems Technical Maintenance Course**

### 3.1.6 Course training requirements

#### 3.1.6.1 Training for Physical Security Systems Operating Personnel

The following requirements shall be adhered to during training development for Physical Security Systems Operating Personnel:

- a) PC-based simulators, which have the ability to import site-specific configurations, and the ability to simulate incidents and events without disturbing site operations, shall be provided.

**CONTROLLED DISCLOSURE**

- b) In the absence of a simulator, the practical aspect of the training can be done in the operational control room, using simulated or 'virtual' events.
- c) The Security Control Centre trainee shall be trained on the interface of the Management system Software (e.g., PSIM Software), so that knowledge can be entrenched of how to acknowledge, classify and respond to incidents and occurrences. Furthermore, the trainee shall be trained on general assessment of security system health, reporting of potential maintenance tasks, patrol monitoring, surveillance controls and threat assessment of observations, and the associated SOPs.
- d) The security system operating personnel shall be trained on all aspects of communicating with fixed and mobile security assets, and security control centres.
- e) The supervisors shall be trained on how to respond to escalating multiple events, manage hand-overs and escalations, and how to facilitate multiple operators responding to complex multiple events, such as an emergency response (fire) simultaneous to an intruder incident and diversionary activities on one site. (Assess, prioritise resources, respond, re-assess, and adjust response real-time, effective communication to keep situational awareness in the team).
- f) Supervisors shall be trained on the supervisor interfaces of the management systems software (e.g., PSIM Software), so that knowledge can be entrenched of how to mine the database for operational health assessment data using reports, e.g. assess multiple occurrences on sensor triggers as the source of physical or configuration 'sources', and to adjust attributes or issue support tasks to ensure optimum system performance.

### **3.1.6.2 Training for Physical Security System Maintenance Personnel: Administrative**

The following requirements shall be adhered to during training development for Physical Security Systems Administrative Maintenance Personnel:

- a) Simulators for the training of maintenance operators (preventative and corrective) on aspects such as system health assessments, basic fault finding and diagnostics, and temporary remedial actions to keep the system operational until maintenance can be done. In the absence of simulators, the operational system can be used.
- b) Simulators for the training of maintenance managers (preventative and corrective) on aspects such as system health assessment, basic fault finding and diagnostics, and temporary remedial actions to keep the system operational until maintenance can be done. In addition, the maintenance manager shall be trained in additional aspects of the management systems (e.g. PSIM system) such as the maintenance workflow procedures, operator management and maintenance report generation. In the absence of simulators, the operational system can be used.
- c) The maintenance operator and manager shall be trained on the maintenance interface of the PSIM Software, on how to retrieve maintenance tasks, generate fault reports and repair reports.
- d) The maintenance operator and manager shall be trained on all aspects of communicating with fixed and mobile maintenance personnel required to support the maintenance process.
- e) The maintenance operator and manager shall be trained on all aspects of the maintenance SOPs.

### **3.1.6.3 Training for Physical Security System Maintenance Personnel: Technical**

The following requirements shall be adhered to during training development for Physical Security System Technical Maintenance Personnel:

**CONTROLLED DISCLOSURE**

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

- a) Simulators for the training of maintenance personnel (preventative and corrective) on aspects such as fault finding and diagnostics, corrective actions to sensors, software, servers, routers, optical fibre cable, wireless and VSAT industrial LAN technologies, etc. shall be provided.
- b) Training of the maintenance personnel (preventative and corrective) on the system architecture of the PSIM system software as well as the supporting physical network.
- c) Training of the maintenance personnel (preventative and corrective) on the installation and configuration of all PSIM system software features.
- d) It is a requirement to train maintenance personnel on how to take sensors, servers, network components, routers, etc. out-of-service for preventative and corrective actions without degrading security to levels lower than prescribed by the design.
- e) The maintenance trainee shall be trained on the maintenance interface of the PSIM Software, so that knowledge can be entrenched of how to retrieve maintenance tasks, tag sensors as out-of-service and returned-to-service, and how to close out maintenance tasks.
- f) Training of maintenance personnel shall be done in accordance with the Levels of Repair (LOR) and Lines of Repair identified for the physical security systems.

### **3.1.7 Target audience**

The target audience for the secondary plant physical security systems training are classified as follows:

- a) Security personnel
  - i. Security response and guarding personnel
  - ii. Security system operators
  - iii. Security system supervisors
  - iv. Security advisors
- b) Maintenance personnel
  - i. Security system maintenance operators
  - ii. Security system maintenance managers
  - iii. Security system maintenance technicians
  - iv. System maintenance technologists/engineers
  - v. Security system National/Regional maintenance systems engineers

### **3.1.8 Requirements for facilitators**

The following criteria is recommended when selecting training facilitators for the Physical Security Systems:

- a) SAQA accredited qualified facilitators on at least NQF Level 4
- b) SAQA accredited assessors on NQF Level 5
- c) Shall have a working knowledge of the Physical Security Equipment and System Interfaces
- d) Shall have sufficient Vocational Competency
- e) Shall have successfully completed the Train-the-Trainer course for Training Facilitators
- f) Its recommended that they obtain the necessary equipment and system qualifications as accredited by the relevant OEMs.

**CONTROLLED DISCLOSURE**

### **3.1.9 Guidelines for the development of Training Material**

- a) The training material should enable learners to construct meaning through relevant learning activities.
- b) The material should not be rhetoric and learners should gain deep understanding and advance to do their work effectively.
- c) Training Material shall consist of the following:
  - i. Learner Guides;
  - ii. Facilitator's Guides;
  - iii. Workbooks containing exercises, case studies and practical scenarios
  - iv. Training Slide Packs
  - v. Material to assess Learners and Facilitators
  - vi. The applicable certificates to be handed out to successful Learners
- d) Training Material shall be classified in accordance with the Eskom policy on the classification of information.
- e) Stakeholders of the physical security systems (including Subject Matter Experts) shall be involved and consulted during the development of training material.
- f) Training Material shall be representative of Physical Security Systems in terms of technology, operating Interfaces and Standard Operating Procedures. The Training Material content shall be a true reflection of the Physical Security Systems on site, and in operation.

### **3.1.10 Training pre-requisites**

Pre-requisites for Physical Security Systems training shall be as follows:

<b>Course</b>	<b>Pre-requisites</b>
Introductory Course on Security within Eskom	Signed Secrecy and Non-disclosure declarations
Course for Physical Security Systems Operating Personnel	Signed Secrecy and Non-disclosure declarations
	Introductory Course on Security within Eskom
	Demonstrate able computer interface literacy (ability to type and use computer interfaces)
Course for Physical Security Systems Maintenance Personnel: Administrative	Signed Secrecy and Non-disclosure declarations
	Introductory Course on Security within Eskom
	Demonstrate computer interface literacy (ability to type and use computer interfaces)
Course for Physical Security Systems Maintenance Personnel: Technical	Signed Secrecy and Non-disclosure declarations
	Introductory Course on Security within Eskom
	Demonstrate computer interface literacy (ability to type and use computer interfaces)
	Formal Qualification as a technician, technologist or engineer.

**CONTROLLED DISCLOSURE**

**Table 5: Courses pre-requisites**

### **3.1.11 Physical security Systems training plan**

- a) A comprehensive Training Plan shall be developed which shall include a schedule to train personnel for the Commissioning of the PSS.
- b) The training system shall be validated with the PSS during Commissioning, and shall embrace all forms of training delivery methods.
- c) The training plan shall also be flexible enough to fairly address different job levels and departmental variations.
- d) Validation of the training system shall include the scrutiny by all the appointed training forums within Eskom which resides under the auspices of EAL.

## **4. AUTHORISATION**

This document has been seen and accepted by:

<b>Name &amp; Surname</b>	<b>Designation</b>
Johan Pieterse	Tx SP Certification CG Chairperson

## **5. REVISIONS**

<b>Date</b>	<b>Rev.</b>	<b>Compiler</b>	<b>Remarks</b>
May 2023	1	R Moshoeshoe	First Edition.

## **6. DEVELOPMENT TEAM**

The following people were involved in the development of this document:

- Insert text here

## **7. ACKNOWLEDGEMENTS**

- Compilers of EPSIUP-606- 73-001: PSIUP Training Plan and Philosophy, where the bulk of the content for this document is derived from.

### **CONTROLLED DISCLOSURE**

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