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		Effective Date	16 February 2026		

Project Name: The provision of subsidised meals catering cleaning services and maintenance of e-hospitality system at Arnot power station

NEC3 Term Service Contract (TSC3)

Enquiry number:

Project Address: Arnot Power Station, Next to N4 Road,

Rietkuil

1097

Eskom Contract's Manager/End User

Name: 

Eskom's OHS/SHE Manager

Name: 



Eskom's Procurement Manager /Officer

Name: 24/02/2026

Eskom's OHS/SHE Officer

Name: Hlengiwe Sibiyi 

23.02.2026

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1. INTRODUCTION

Eskom's responsibility and commitment is to ensure a safe working environment is in line with its Safety, Health, Environmental, and Quality (SHEQ) Policy and applicable legislative obligations. This OHS specification is Eskom Generation's minimum requirements which are required to be met for the duration of the contract period by contractors/suppliers and, where required, the delivery organisation. The contractor is expected to develop an OHS plan that meets these requirements as well as all the relevant applicable legislation that they conform to. Eskom in no way assumes the contractor's legal responsibilities and liabilities. The contractor is and remains accountable for the quality and execution of their health and safety programme for their employees and appointed contractor employees. This OHS 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 OHS requirements.

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

2. SUPPORTING CLAUSES

2.1 SCOPE

This OHS specification lists the legislative and Eskom requirements and, where applicable, any requirements pertaining to local authorities, municipal by-laws, or environmental legislation that must be met by the contractor.


2.1.1 Purpose

This document will provide a standardised approach to the compilation of OHS specifications throughout Eskom Generation business for contracts, standards, and NEC 3.

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2.1.2 Applicability

This OHS specification is applicable to any contracting organisation that intends to respond to Eskom Generation's tender/enquiry with the intention of entering a 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

- Basic Conditions of Employment Act No 75 of 1997.
- Occupational Health and Safety Act and Regulations No 85 of 1993.
- OHS Act "Regulations on Hazardous Work by Children in South Africa"
- National Environmental Management Act 107 of 1998.
- National Road Traffic Act 93 of 1996.
- 32-37 Eskom Substance Abuse Procedure.
- 32-136 Contractor Health and Safety Requirements
- 240-62196227 Life- saving Rules
- 32-95 Environmental, Occupational Health and Safety Incident Management Procedure
- 32-727 SHEQ Policy
- 32- 418 Working at Heights Procedure
- 240-62946386 Vehicle and Driver Safety Management Procedure
- 32-520 Risk Assessment procedure
- Plant Safety Regulations
- ISO 45001
- Eskom Covid-19 policy
- National Disaster Management Act 57 of 2002
- **Pressure Equipment Regulations**

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2.2.2 Informative

[1] Tobacco Products Control Act 83 of 1993 (Updated 2011.05.19)

[2] SANS 1186 Symbolic Safety Signs

[3] Constitution of the Republic of South Africa No 108 of 1996


[4] DMN 34-110 Operating A Vehicle Mounted Crane

[5] **NEC3 Term Service Contract (TSC3)**

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2.3 DEFINITIONS

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Definition	Explanation
Appointed contractor	Means a contractor appointed by the Main contractor
Baseline risk assessment	(32-520) baseline operational risks refer to the health and safety risks associated with all standard processes and routine activities in the business
Business unit (BU)	(32-296) means any defined unit within the Eskom environment, operating as a business under a particular cost-centre number. In the context of this document and in terms of health and safety, any reference to a BU includes a defined unit within any Eskom division and its subsidiaries
Client	(OHS Act) 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	(OHS Act) means an employer as defined in section 1 of the Act who performs contracted work and includes Main contractors
Contract's Manager/End User	Contract's Manager/End User
Consultant	means a person providing professional advice
Controlled disclosure	controlled disclosure to external parties (either enforced by law or discretionary)

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Definition	Explanation
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)
Environment	(32-94) means: a) the land, water, and atmosphere of the earth; b) micro-organisms and plant and animal life; and c) any part or combination of (a) and (b) and the interrelationships among and between them, and the physical, chemical, aesthetic, and cultural properties and conditions of the foregoing that influence human health and well-being
Eskom requirements	Eskom requirements flowing from directives, policies, standards, procedures, specifications, work instructions, guidelines, or manuals

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Definition	Explanation
Fall protection plan	(OHS Act) means a documented plan of all risks relating to working from an elevated position, considering the nature of work undertaken, and setting out the procedures and methods to be applied in order to eliminate the risk
Hazard	(OHS Act) means a source of, or exposure to, danger
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
Occupational Health and safety file	(OHS Act) means a file or other record in permanent form, containing the information required in relation to the contract.
Health and safety plan	(OHS Act) means a document plan that addresses hazards identified and includes safe work procedures to mitigate, reduce, or control hazards identified
Occupational Health and safety specification	(OHS Act) means a document specification of all health and safety requirements pertaining to associated to a contract, so as to ensure the health and safety of persons.
Occupational 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
Lifesaving Rules	(240-62196227) a rule that, if not adhered to, has the potential to cause serious harm to people

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Definition	Explanation
Medical Certificate of fitness	(OHS Act) means a certificate valid for one year, issued by an occupational health practitioner, issued in terms of the regulations, whom shall be registered with the Health Professions Council of South Africa
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
National Enquiries/contracts	sourcing of services providers/contractors at the divisional level and not at BU level thorough tendering, request for price etc
Organisation	may be defined as a group of individuals (large of 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
Main 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.
Provincial director	(OHS Act) means the provincial director as defined in Regulation 1 of the General Administrative Regulations under the Act

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Definition	Explanation
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, Main 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
Subsidiary	(32-94) an enterprise controlled by another (called the parent) through the ownership of greater than 50% of its voting stock
Supplier	(32-1034) means a natural or legal person who renders a service and may include the following current or potential supplier vendor, contractor, consultant
Task	(34-227) a segment of work that requires a set of specific and distinct actions for its completion
Toolbox talks	(34-227) where the team leader, after conducting pre-task planning, shares all the tasks at hand and discusses task allocation, the identified risks, and the control measures with all his/her team members on site before commencing a specific task and documenting the agreed strategy. (This shall be done to ensure common understanding of the tasks, risks, and control measures required.)

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Definition	Explanation
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.
Chef	A chef is a professionally trained culinary expert who is skilled in food preparation, menu planning, kitchen management, and supervising kitchen staff.
Cook	A cook is a person who prepares and cooks food by following recipes or instructions. A cook may or may not have formal culinary training and usually works under the supervision of a chef.


2.4 ABBREVIATIONS

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

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Abbreviation	Description
HCS	Hazardous Chemical Substances
LDV	Light Delivery Vehicle
MSDS	Material Safety Data Sheets
OHS Act	Occupational Health and Safety Act and Regulations, 85 of 1993
O&M	Operating and Maintenance
LoG	(COID) Letter of Good Standing
SABS	South African Bureau Standard
SANS	South African National Standard
HACCP	Hazard Analysis and Critical Control Points.

2.5 RELATED/SUPPORTING DOCUMENTS

Section 37(2) of the OHS Act requires Eskom to sign an agreement and include it in the OHS file for evaluation prior to the start of work. OHS department will issue the 37(2) agreement to the project manager/end user who will facilitate the signing of the document by Eskom and contractor representatives.

3. DOCUMENT CONTENT

3.1 SCOPE OF WORK


Employer's requirements for the service

The Contractor is required to produce quality meals and deliver a comprehensive Cleaning and Hygiene Services which includes the supply of labour, cleaning utensils and consumables, equipment, cleaning materials and chemicals, transport, accommodation and the necessary PPE that will be required to carry the service in the various locations as indicated on the Scope of work below.

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The Contractor shall ensure his employees has the working knowledge of the different cleaning activities which includes the handling of chemicals and cleaning substances.

The Contractor will be required to work in various locations and must ensure the requirements as set out below in the scope of work is executed as per the schedule and additional requirements may be required on an ad-hoc basis and shall be included in the daily schedules should the Employer require such work to be carried out.

The service defined in this document is for the Provision of Senior Cooks, Supervisor, Store clerk and Cleaning Services at Arnot Power Station.

3.1.1. Cooks and Senior Cooks:

3.1.1.1 Produce Quality meals as per the unit standard set menu

3.1.1.2 Assist in all food preparations procedures and methods e.g. issuing and cleaning, peeling, cutting and slicing of food items.

3.1.1.3 Attend safety meetings and training as per required Kitchen standard.

3.1.1.4 Rendering Administrative services e.g. take meal orders, record meal participations and food item issues.

3.1.1.5 Work overtime and public holidays as may be required.

3.1.1.6 The service activities will be rendered under the supervision of Eskom staff.

Uniform (At least three pair of uniform should be provided) for the Snr Cooks and cooks as follows:

- Colour is Black and white
- Cap colour is Blue or white chef Hat
- Safety Shoes
- Apron
- Store Clerk (1 pair Eskimo Suit per annum)

3.1.2 SKILL / COMPETENCY REQUIRED


The following should be stated clearly on personnel CV:

3.1.2.1 Position

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3.1.2.2 Minimum qualification

1.2.3 Skills and competencies

1.2.4 Qualified and Experienced Food Qualification to be seen .Production Staff

1.2.5 Competency in food preparation and services

1.2.6 Food Production and Culinary service skills demonstration

1.2.7 Good Interpersonal skills

1.2.8 Safety and Hygiene training will be an added advantage

1.2.9 Must be able to communicate with people from different level

3.1.2.10 Good telephone answering practices

3.1.2.11 Good team spirit and sober manners

3.1.2.12 Good customer relations

3.1.2.13 Must adhere to good hygiene and safety practices of himself and others

3.1.2.14 Wear a clean black and white uniform at all times whiles on duty, a cap and safety shoes

3.1.4 Chef

- A minimum NQF Level 6 qualification in Food Production, Culinary Arts, Professional Cookery, or an equivalent recognised qualification.
- Minimum of four (4) years' relevant supervisory experience in a catering or mass food production environment.
- Good Communication


3.1.5: Supervisor

- Relevant Supervisory Qualification and experience Supervisor - minimum of 4 year Level 5 qualification
- Food Production And culinary Service And Experience
- Use and operation of the industrial cooking equipment
- Communication
- Planning
- Stock control of daily issues

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- Advanced cooking methods
- Mass catering skills (food preparation methodology)

3.1.4: Senior store person

Minimum Requirements

Qualification - Matric + Computer Knowledge + Microsoft Packages

Experience: 1 year's store keeping/management would be an advantage

Skills and Competencies

- Computer Literate
- Communication
- Stock Management
- Quality Control
- Key responsibilities
- Daily Cafeteria issue
- Daily Canteen issue
- Receiving stock
- Quality Control
- Stock Taking and keeping
- Stock Requisition/ordering
- Stock consumption
- Storeroom, Deep freezer and fridge control
- Issue and control of crockery, cutlery and linen
- Driving to fetch or deliver stock
- Adhere to FIFO practice

3.1.5: Cleaners


Employer's requirements for the service

The Contractor is required to deliver a comprehensive cleaning service which includes the supply of labour, cleaning material and consumables, equipment, chemicals and the

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necessary PPE that will be required to carry the service in the various locations as indicated on the Scope of work below.

The Contractor shall ensure his employees has the working knowledge of the different cleaning activities which includes the handling of chemicals and cleaning substances.

Uniform for Cleaners is Personal Protective Equipment

The following Cleaning Materials are required

- Oven Cleaner and oven spray.
- Oven cloths (As And when required).
- Stripper.
- Mops (As and when required).
- Mops Bucket (Once Off).
- Brooms (As and when required).
- Vacuum Cleaner (Once Off).
- General Purpose Cleaner.
- Feather duster (Once off).


Note:

- The Suppliers is responsible for assessing the area to determine the quantities and material required to carry
- Control of manner Supplier controls degree out the scope of work. Or/and extend of quality output delivered to Eskom Supplier manages safe operations, instructions, training to their staff members Supplier has a legal relationship with every employee of their company and this relationship is supported by an employment contract on time of working hours
- Payment for services delivered will be by result of output and effort re productive capacity
- Employer base is providing no exclusivity on current client base or create any form of economic dependence

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- The supplier clearly understands the exposure risk regarding profit, loss, stock shrinkage or other output requirements and targets indicated or referred to as Cost of meals, Number of meals, Safety & Hygiene Audit results, Customer satisfaction score, Measured and monitored in accordance to ISO Quality procedures/ range and SLA
- Instructions or supervision of their employees is done by supplier to their own employees and contractor can provide relevant substantiation of the staff members within their employ by proof of registration for UIF, WC, PAYE and Supplier VAT registration. The contractor is paid based on the actual & legitimate results of daily, weekly or monthly services achieved and delivered and within acceptable performance range and satisfaction of Eskom or its appointed representative.
- Training input and relevant conformance by supplier to the requested standards are constantly checked and updated and reported on and have to be in accordance to all ISO standards and applicable SANS Standards requested by Eskom and visible or factual evidence to be documented and improved upon.
- The 6-month contract will automatically terminate unless there is written consent provided by Eskom to the service provider to extend the contract. (Legal evaluation regarding above independent status points is applicable to pass gate keeper)


3.1.6. The site supervisor to be responsible for the following:

- Daily admin e.g. time keeping and issue of food to staff
- Issue of cleaning material, ppe and chemicals.
- Uphold discipline and staff control.
- Keep records and minutes of staff meetings.
- Report to catering officer and the contractor.
- Attend safety meeting on site.
- Will be appointed by the contractor as a safety representative.
- Keep safety file records and record of staff leaves
- Will assist in ordering, receiving and issuing of stock items.
- Assist in stock taking.

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Working hours for supervisor is 160 hours working five days a week from Monday to Friday.

3.1.7 Working hours for senior cooks, cooks and cleaners is as follows:

- The contract will run on two shift basis.
- First shift is from 04h00 am to 12h00 am
- Second shift is from 12h00 am to 20h00 pm
- 10% shift allowance will apply as per Eskom standard and statutory requirement.
- The total hours per month are 173.
- Hours recorded on timesheets shall be as per Eskom working hours i.e. 8hrs/ per shift/day.
- Normal time: Monday – Thursday 8.75hrs. Fridays 5hrs. (40 hours per week) i.e day shift.
- Tuckshop assistance hours will night shift only 18h00 to 6h00

Rietkuil single quarters cooks x 10

- 4 Senior cooks
- 2 Cooks per shifts
- 4 Cooks Day shift 7h00 to 16h00
- 4 Snr Cook day 7h00 to 16h00
- 1 Supervisor Day shift 7h00 to 16H00

Normal time: Monday – Thursday 8.75hrs. Fridays 5hrs. (40 hours per week) i.e. day shift.

Weekend will be overtime

Arnot single quarters cooks x 10

- 2 cooks per shift
- 2 cooks' day 7h00 to 16h00
- Normal time: Monday – Thursday 8.75hrs. Fridays 5hrs. (40 hours per week) i.e day shift. Weekend will be overtime
- 6 cleaners Rietkuil single quarters
- 2 cleaners per shift
- 2 day shift


Arnot single quarters

- 6 on shift Arnot single quarters

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- 2-day shift Arnot single quarters 7h00 to 16h00
- Normal time: Monday – Thursday 8.75hrs. Fridays 5hrs. (40 hours per week) i.e day shift.

Stock clerk

- Working hours for stock clerk is 160 hours working five days a week from Monday to Friday.

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

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.

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

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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.

Occupational Health and Safety Specification Catering Contractor Power Station


1 Legal Compliance and Statutory Requirements

- The Catering Contractor shall comply with the Occupational Health and Safety Act 85 of 1993 and all applicable regulations. The contractor shall provide a valid Letter of Good Standing (COIDA), UIF registration, and Compensation Fund registration. Written appointments shall be made for 16(2) Assignee (where applicable), OHS

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Representative, First Aider, Fire Fighter, and Incident Investigator. All appointees must be competent and trained.

2. SHE File Requirements

- A complete SHE File shall be submitted prior to commencement and maintained on site. The file must include:
 - SHE Policy signed by top management
 - Risk Assessments (Baseline and Task-Based)
 - Method Statements and SOPs
 - Medical Certificates of Fitness
 - Training Matrix
 - Emergency Response Plan
 - Incident Reporting Procedure
 - Equipment Inspection Registers
 - Gas and Electrical Compliance Certificates

3. Hazard Identification and Risk Assessment

- Baseline and task-based risk assessments must be conducted for cooking operations, deep frying, gas cylinder handling, chemicals, food transport, manual handling, slips and falls, heat stress, electrical shock, and fire hazards. Risk assessments must include severity and likelihood ratings and reviewed annually or after incidents.


4. Medical Fitness and Health Surveillance

- All employees must undergo pre-employment and periodic medical examinations. Health surveillance should cover heat exposure, chemical exposure, respiratory risks, and biological exposure where applicable.

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- Hepatitis Screening and Control: Employees who handle food or may be exposed to biological hazards must undergo appropriate Hepatitis screening where required. Preventative measures, including Hepatitis A and/or B vaccination (where risk assessment indicates), must be implemented. Any employee diagnosed with Hepatitis must be medically assessed and declared fit for duty before returning to work, especially in food handling environments

5. Personal Protective Equipment (PPE)

- Minimum PPE includes slip-resistant safety shoes, hair nets, gloves, heat-resistant gloves, aprons, and dust masks where required. PPE must be issued formally and recorded in a PPE register.

6. Food Safety and Hygiene Management

- A documentation for the Food Safety Management System must be implemented. Temperature monitoring logs must be maintained (Cold storage 0–5°C; Freezers - 18°C; Hot holding ≥65°C). Daily cleaning schedules, pest control programme, separation of raw and cooked food, and hygiene inspections are mandatory.

7. Fire Prevention and Emergency Controls

- Fire risk assessments must be conducted. Appropriate fire extinguishers (CO₂, Foam, Class F) and fire blankets must be installed and inspected monthly. Gas shut-off valves must be accessible. Emergency escape routes must be clearly marked and unobstructed.

8. Electrical and Gas Safety


- All appliances must be inspected regularly and free from defects. Gas cylinders must be secured upright, leaks tested and installed by competent persons. Valid Certificates of Compliance must be maintained.

9. Machinery and Equipment Safety

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- Guards must be installed on machinery such as slicers and mixers. Emergency stop buttons must be functional. Lockout procedures must be followed during maintenance. Only trained operators may use equipment.

10. Hazardous Chemical Management

- All cleaning chemicals must have Safety Data Sheets (SDS). Chemicals must be properly labelled and stored separately from food. Spill kits must be available, and employees trained in spill response.

11. Waste Management

- Waste must be segregated (food waste, general waste, hazardous waste). Used cooking oil must be disposed of via licensed service providers. Grease traps must be maintained and inspected regularly.

12. Emergency Preparedness

- The contractor must align with the power station Emergency Response Plan. Participation in emergency drills is mandatory. First aid kits must be stocked and inspected monthly.

13. Incident Reporting and Investigation

- All incidents and near misses must be reported immediately. Investigations must be conducted within 48 hours and corrective actions tracked to closure.

14. Training and Competency


- Employees must receive training in SHE induction, food hygiene, fire fighting, first aid, manual handling, chemical handling, and gas cylinder safety. A training matrix must be maintained.

15. Ergonomics and Manual Handling

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- Safe lifting techniques must be implemented. Trolleys must be used for transporting heavy items. Workstations must be ergonomically suitable.

16. Hazardous Biological Agents

- A biological risk assessment must be conducted. Control measures shall include hand hygiene protocols, sick employee exclusion, cleaning and disinfection schedules, pest control, and proper waste management. Health monitoring must include symptom screening for food handlers.

17. Occupational Hygiene Measures

- Adequate ventilation must be maintained. Heat stress monitoring and hydration must be provided. Noise exposure must be assessed where catering areas are near industrial operations. Illumination levels must be adequate for safe food preparation. Water quality must meet potable standards.

18. Certificate of Acceptability (COA)

- A valid Certificate of Acceptability must be obtained and displayed. The contractor must comply with municipal food premises requirements. Failure to maintain a valid COA may result in suspension of catering operations.
- Compensation for Occupational Injuries and Diseases Act.

3.3 ESKOM REQUIREMENTS

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


3.3.1 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.

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3.3.2 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.

3.4 SHEQ POLICY

A SHEQ policy is a statement of intent and a commitment by the organization's CE and senior management in relation to the relevant OHS roles and responsibilities, the achievement of their strategic objectives, and values of integrity, customer satisfaction, excellence, and innovation. The main contractor and all appointed contractors, if not already in place, will be required to compile an organisational SHEQ policy in line with their OHS 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 the contractor's OHS files and attached as an annexure to the OHS Plan.

The Contractor to submit with tender returnable as signed copy of their OH&S Policy in line with Section 8 of the Occupational Health and Safety Act 85 of 1993

3.6 FOOD SAFETY POLICY


Due to the nature of catering and food handling activities, contractors are required to submit a **Food Safety Policy** signed by the most senior responsible person. The policy must be displayed in a prominent place within the workplace (kitchen and serving areas). A copy of the policy must be filed in the contractor's OHS files and attached as an annexure to the OHS Plan.

The contractor shall ensure full compliance with all applicable food safety legislation, including but not limited to:

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- Occupational Health and Safety Act, 85 of 1993
- Foodstuffs, Cosmetics and Disinfectants Act, 54 of 1972
- Regulation R638 (General Hygiene Requirements for Food Premises and the Transport of Food)
- Relevant Municipal Health By-Laws

3.6 COID

The Main 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 (LoG) from such commissioner. The obligation lies with the contractors to ensure that the LoG remain valid throughout the contract period. A copy of the LoG must be filed in the contractor OHS files.

This requirement is not prescriptive in terms of the Compensation Insurance Body; however it must be one of the South African recognised Insurance Bodies and must be kept up to date (relevant) or renewed according to Insurance Bodies requirements through out the duration of the Contract.

3.7 COSTING FOR OHS WITHIN THE PROJECT

The costing for OHS must be itemised based on the overall scope of the project (i.e.) Training, provision of PPE, safety equipment purchases etc.


OHS costing must reflect the amount of funds that will be allocated for OHS when the project commences (This is a breakdown of the bulk OHS costing in the bill of quantities) and it should be based on the scope of work and the associated risk. The items to be included are not limited to the following:

PPE, OHS training, OHS professionals, first aid equipment, Ablution facilities, Safety signs, safety campaigns or interventions, OHS equipment/instruments, medical examinations etc

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3.8 STATUTORY APPOINTMENTS

The Main contractor and all appointed contractors must appoint competent workers who will comply with the OHS Act for the duration of the contract. Before requiring appointees to accept an appointment, the employer must ensure that they have received appropriate training and/or information about their responsibilities. The relevant statutory appointments must be made in compliance with the OHS Act's criteria, which include appointing a qualified individual to the appropriate roles. The following should be included in the statutory appointments, but not limited to:

- OHS Act General Administrative Regulation 9(2) – Incident Investigator
- Regulation for Hazardous Chemical Agents Co-coordinator
- OHS Act: Pressure Equipment Regulations 11 & 12 Portable Gas Container Inspector
- OHS Act General Safety Regulations 3(4) – First Aider/s

3.8.1 Non statutory appointments

- Eskom Site Manager (Contract Manager)
- Eskom Site Supervisor
- Risk Assessor
- Safety Officer
- Working at Heights planner


3.9 ESKOM LIFE-SAVING RULES

1. Eskom places a high value on health and safety and urges every organization that undertakes work for Eskom to do the same.
2. Eskom has developed five life-saving guidelines that will apply to all Eskom employees, agents, consultants, and contractors. Any Eskom employee or employee of a Main Contractor or appointed contractor who fails to follow these rules would be

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deemed a serious violation. These rules are in place to protect any employee, labour broker, or contractor working from significant injury or death.

3. If any contractual work (including delivery of any product) is to be undertaken on Eskom premises, the rules shall be obeyed by any contractor and their employees.


The rules are:

RULE	DESCRIPTION OF RULE
Rule 1	OPEN, ISOLATE, TEST, EARTH, BOND, AND/OR INSULATE BEFORE TOUCH (That is plant, any plant operating above 1000 V)
Rule 2	HOOK UP AT HEIGHTS Working at height is defined as any work performed above a stable work surface or where a person puts himself/herself in a position where he/she exposes himself/herself to a fall from or into.
Rule 3	BUCKLE UP No person may drive any vehicle on Eskom business and/or on Eskom premises: Unless the driver and all passengers are wearing seat belts.
Rule 4	BE SOBER No person is allowed to be under the influence of intoxicating liquor or drugs while on duty
Rule 5	PERMIT TO WORK Where an authorisation limitation exists, no person shall work without the required permit to work.
Rule 6	Ensure safe live working ENSURE SAFE LIVE WORKING

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	<p>To ensure safe live work, each live worker shall:</p> <ul style="list-style-type: none"> a) Ensure all live work basic principles are adhered to, as outlined (for the method being used) in the High Voltage Live Working Standard for the respective division. b) Observe and maintain the minimum approach distance (MAD). c) Only perform live work (never mix live and dead work on the same site at the same time – Refer to ORHVS Section 7 and 5 handouts respectively). d) Perform tasks they are authorised for and only undertake tasks that are documented in the respective Task Manual (TM). Only work on one potential (voltage) at a time.
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Eskom will take a zero-tolerance approach to these policies.

Noncompliance to Life-saving rules is regarded serious misconduct and will result in serious disciplinary action, which may include dismissal.

This is to ensure that everyone who works on or visits an Eskom facility returns home to their families safely.


3.10 SUBSTANCE ABUSE

1. Alcohol and substance abuse are serious threats to any business, especially when it comes to workplace accidents and car driving. As a result, Eskom has the right to take reasonable procedures to identify and prohibit drunk people from entering the company.
2. General Safety Regulation 2A specifies the legal position on intoxication.
3. The allowable alcohol and drug level is 0%.
4. All contractors must follow Eskom's procedure 32-37 ("Substance Abuse Procedure"), taking into account that this is an Eskom Life-saving Rule number 4: (BE SOBER"), and anyone entering the Eskom site will be subjected to mandatory alcohol testing.

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5. Contractors are advised to develop their procedure and testing their own employees for alcohol on a regular basis.
6. Test results must be marked "Confidential" and kept in the employee's personal file.
7. Eskom's life-saving rules must be included in the induction process.
8. All employees involved in the scope of work must sign the Life-saving rule pledge before commencement of work.

3.11 CONTRACTOR ORGANISATIONAL STRUCTURE

3.11.1 Main Contractor Organogram

The Main contractor must provide an organisational organogram on the company's letter head related to this contract, depicting all the levels of responsibility from the CE down to the supervisors responsible for the contract. List the relevant positions held, names of appointees, legal appointments and the Organogram must be signed off by the company's 16(1) or 16 (2).

The Main contractor must ensure that all appointed contractors comply with this requirement. The Main contractor is responsible for keeping copies of all the organograms' as well as submitting them with the OHS plan. All organograms shall be updated timeously when appointments are changed.

This diagram must be kept up to date and filed in the project OHS files.

The Organogram must reflect the Health and Safety appointments as well, eg: Incident Investigator, Risk Assessor, etc. As reflected in sub section 3.8.


3.11.2 Appointed Contractor/s Organogram

1. Appointed contractors are required to compile their company organogram for the project on the company's letter head, listing the reporting structure from their CE down to their project supervisors. The diagram must list the names, positions held, any appointments made and must be signed off by the company's 16(1) or 16 (2).

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2. This diagram must be kept up to date, a copy of which must be given to the Main contractor and a copy filed in the relevant project OHS files.
3. This diagram must be kept up to date and filed in the project OHS files.

3.12 ROLES AND RESPONSIBILITIES

Commitment

Visible commitment is essential to providing a safe work environment. Managers, supervisors and employees at all levels must demonstrate their commitment by being proactively involved in the day-to-day operations, in particular the Occupational Health and Safety aspects of any project / contract. Legislation requires that each employee must take reasonable care of themselves and their fellow workers, from management level down to the lowest employee level.

3.12.1 Main contractors and appointed contractors


Note 1: Most of the roles and responsibilities listed apply to both Main contractors and any appointed contractors. Where some of the listed do not apply to both, then the specific responsibilities will be listed and titled. The contractors shall:

1. Carry out all duties as listed in section 8, 9 and 10, the various other regulations that form part of the OHS Act and Regulation 7 of the Construction Regulations.
2. Carry accountability and responsibility for the safety and health of their employees and their appointed contractors within their working area, as contemplated by section 37(2) of the OHS Act.
3. Shall keep a record of all employees including the appointed contractor employees, including date of induction, relevant skills and licenses and be able to produce this list at the request of the Eskom Project Manager.
4. Ensure that all their appointees are made aware of their accountabilities and responsibilities in terms of their appointment and that they advise and assist these appointees in the execution of their duties.

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5. Ensure that the minimum legislative, regulatory and Eskom OHS requirements are complied with on all work sites.
6. Give the Eskom project managers and line managers / responsible managers their full participation and cooperation.
7. Compile a OHS (Occupational health and safety) file where all relevant health and safety records must be kept for each work site.
8. The Main contractor must provide the project manager with the Compensation Commissioner's valid letter of good standing before the commencement of work and any future renewal letters obtained during the contract for record-keeping purposes. The letter of good standing shall reflect the name of the contractor's company. Similarly, the Main contractor must provide the Eskom project manager with all the valid letters of good standing from their appointed contractors.
9. Contractors must provide the Main contractor with a certified copy of the Compensation Commissioner's valid letter of good standing before the commencement of work and any future renewal letters obtained during the contract for record-keeping purposes. The letter of good standing shall reflect the name of the contractor's company.
10. Appoint competent staff to perform the project work and ensure that all employees are trained in the health and safety aspects relating to such work and that the employees understand the hazards associated with all other work being carried out on the project.
11. Ensure that all employees are conversant with all relevant work procedures and that they adhere to such procedures. Similarly (without removing the appointed contractors' responsibilities), ensure that their appointed contractors and their employees are conversant with all relevant work procedures and that they adhere to such procedures.
12. Co-ordinate the activities of all the appointed contractors in the interests of safety and health.
13. Ensure that their contractors (whom they intend appointing) have made detailed provision for the cost of safety and health measures throughout the project.
14. Stop his /her employees and any appointed contractors if such work poses a threat to the health and safety of persons or a risk of degradation to the environment.
15. Take reasonable steps to ensure cooperation between all their appointed contractors.

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16. Ensure that Eskom OHS requirements are communicated to the appointed contractors, evaluate, and assess the appointed contractors OHS files. Only appoint contractors who are competent to do work, have satisfied the OHS compliance requirements and satisfied that the contractor has the necessary competencies and resources to perform the work safely.
17. Appoint full-time competent employees in writing to supervise the performance of all specified work throughout the contract period.
18. Ensure that the supervisor or manager do not supervise work on any site other than the site for which such supervisor has been appointed for.
19. Not victimise or dismiss employees, by virtue of the employee's divulging health and safety information or suspecting such information has been divulged, in the interests of health and safety requirements.
20. Follow a process of disciplinary action if any of their employees or their appointed contractor employees have transgressed any of the requirements of the health and safety specification, safety and health plans, site rules or any other requirements.
21. Before the commencement of work, review the submitted baseline risk assessments to include site or emerging risks. This should be done by a competent person appointed in writing with a view to identify hazardous and potentially hazardous work operations.
22. Ensure that pre-task risk assessments are conducted and documented daily and prior to the starting of any new task, irrespective of whether it is a repetitive task or not.
23. Must ensure that an organisation medical surveillance programme for the duration of the contract is in place and maintained.
24. Prior to having pre-employment and periodic medicals fitness examinations conducted, person/man job specifications must be compiled and handed to the occupational health practitioner.
25. Issue risk-based personal protective equipment (PPE) as a measure of last resort to their employees, inspect such equipment regularly and ensure recipients of PPE are trained in the proper use, care and where necessary, the maintenance of PPE;

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Note: should the Main contractor or his/her appointed contractors entertain visitors on site, they will be held responsible for the provision and wearing PPE.

26. Must have a substance abuse program which must be in line with Eskom requirements.
27. Ensure that all incidents are reported and investigated timeously by competent incident investigators as and aligned with 32-95 requirements.
28. Be involved in all their appointed contractor's incident investigations.
29. When appointing contractors, advise the project manager in writing timeously and obtain his/her approval prior to them commencing work.

3.12.2 Contractor site supervisor

The contractor site supervisor must be trained in the following:

HIRA, Incident investigation training, Supervisor training, Legal liability, Plant Safety Regulation understanding.


Must:

1. Be competent to perform the required supervisory tasks.
2. Ensure their employees and all appointed contractors comply with the required statutory and Eskom project requirements.
3. Inspect all work done by the contractors to ensure adherence to Eskom's standards and specifications
4. Conduct follow-up inspections to ensure findings are closed out and preventative action is in place.
5. Monitor contractors for adhere to statutory requirements and safety standards.
6. Monitor contractors overall OHS performance on site to achieve excellent results
7. Discuss all OHS related problems with the relevant contractor management timeously in the first instance and thereafter the Eskom project manager in the second instance relating to procedure requirements, non-conformances identified, corrective actions, audits and inspection schedules.
8. Continual liaison between the Main contractor, appointed contractors and employees.

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9. Ensures that employees and appointed contractors are aware of latest standards, procedures, work instructions and safety regulations issued by Eskom:
10. Conduct site Inspections for compliance to OHS requirements and compiles the relevant inspection reports.
11. Submit the observation reports to the relevant management.
12. Submit the required OHS reports communicated by Eskom e.g., manpower numbers, incident statistics report etc
13. Have meaningful participation in the project statutory health and safety committee meetings.
14. Participate in all appointed contractor incident investigations.
15. Participate in the Main contractor's emergency preparedness planning.
16. Ensure that their own employees and those of any appointed contractor are competent to perform the tasks assigned.
17. Issue site instructions on behalf of the Main contractor where and when the appointed contractors deviate from safety requirements.

3.12.3 Contractor Health and Safety officer full/time


A part time Health and Safety officer is required for this project.

1. Promote a SHE culture within the organisations involved in the project / contract.
2. The contractor's safety and health officer shall assist in the control of all health and safety-related matters on the sites.
3. Be involved in the developing the project SHE plan and SHE policy.
4. Be in constant liaison and cooperate with Eskom's SHE professionals responsible for providing them with a health and safety service.
5. Ensure that this SHE specification is adhered to by his/her principal contractor and is submitted to any appointed contractors.
6. Conduct audits and inspections of all work sites for the duration of the project.
7. Be involved in the organisations incident investigations when required.
8. Participate in the organisation's statutory and non-statutory health and safety committees' meetings.

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9. Conduct organisational, site and visitor induction training.
10. Stop any employee or contractor from performing construction work which is not in accordance with the principal contractor's and or appointed contractors' health and safety plan which poses a threat to the health and safety of persons.
11. Ensure that no alcohol or other intoxicating substances are brought on to, or remains on, the premises / work sites and that no employee remains on site if he/she is under
12. the influence. Furthermore, report such instances to contract management.
13. Make themselves available and ensure co-operation of employees under their control to undergo breathalyser and drug testing while entering and/or being on any Eskom work site by Eskom.
14. Carry out audits and or inspections on their contractors at least monthly and any appointed contractors on instructions of their contractor.
15. Carry out frequent behaviour observations of employees under their control at least monthly and any appointed contractors on instructions of their contractor.
16. Appointed full time and employed by the company.

The contractor health and Safety officer must be trained in the following:

SAMTRAC, HIRA, Incident investigation training, Legal liability, Training, knowledge and understanding of ISO 45001: 2018, Minimum work experience 2yrs, OHS Diploma (applicable to 3-5 years contract)

3.13 RISK ASSESSMENT (REFER TO 32-520)


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 which risks and hazards are attached to the health and safety of persons due 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 the activity, work, site, and an estimate of the extent of the risks involved, considering whatever precautions are already being taken.

It is essentially a three-stage process:

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- 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. Daily or issue based or task specific or on the job risk assessments must be conducted at the place where work is to be performed/ conducted 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. For example, if a job / task is extended over a day or halted due to inclement weather.


Guidelines for actual steps involved in a job/task specific risk assessment are:

- Each activity is listed.
- Specific hazards are identified and listed against each activity.
- The magnitude of each risk is rated as Low. Medium or High.
- All known documentaries and supervisory controls are listed. For instance: What safe work procedures exist for ladders.
- The relevance, effectiveness and sufficiency of these controls are assessed.
- In the event of insufficient or deficient controls for the particular activity, steps to be taken to rectify this shall be recorded, and safe working procedures drawn up.
- Persons responsible for implementing and supervising the task shall be identified, nominated and duly assigned.
- Persons responsible for monitoring the task and carrying out the planned job observation must be nominated.
- Completed risk assessment shall be handed to the Eskom project manager representative for comment and approval.

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- The relevant section of the risk assessment shall be issued with a Transmittal Note to the Supervisor nominated as the responsible person; and the names of workmen who have received instruction on the work content and the sequence of the activities listed in the risk assessment shall be recorded, and their competence established. This instruction shall be done through an interpreter if required and recorded on the Pre-Job Brief (Daily Safe Task Instructions), with reference to applicable Risk Assessments.

3.14 SAFE WORK PROCEDURES / METHOD STATEMENTS

There must be written safe work procedures for all activities, the safe work procedures must be aligned with the risk assessments. Method statements / written safe work procedure are control measures used to prevent an incident from occurring during the execution of the project. A written safe work procedure/ method statements provide guidance how to execute the task safely. A safe working procedure should be written when: -

- a. Designing a new job or task.
- b. Changing jobs or task.
- c. Introducing new equipment or substances; and


The safe working procedure should identify:

- d. The supervisor for the task or job and the employees who will undertake the task.
- e. The tasks that are to be undertaken that pose risks.
- f. The equipment and substances that are used in these tasks.
- g. The control measures that have been built into these tasks.
- h. Any training or qualification needed to undertake the task.
- i. The personal protective equipment to be worn.
- J. Actions to be undertaken to address safety issues that may arise while undertaking the task.

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3.15 FLAMMABLE AND COMBUSTIBLE LIQUIDS

1. Proposals to store fuel on site must have written approval from the Eskom Project Manager. The volumes of fuel allowed to be stored will depend on site conditions and Statutory Regulations e.g. by-laws.
2. For storage of hazardous and flammable liquids, a maximum storage as per the scope of work and the approval to be obtained from the local Municipality and to be complied with for the duration the project.
3. The maximum of 40 litres of fuel is allowed to be stored. Anything greater than 40 litres to be stored in a flammable/combustible liquid store with adequate spillage retention and proper labelling.
4. Adequate numbers of dry chemical fire extinguishers, each with a minimum capacity of 4.5 kg, shall be provided, installed and maintained.
5. All fuel storage areas must comply with the following requirements: -
 - a. Storage should be well clear of buildings.
 - b. Storage areas must be kept free from all combustible materials.
 - c. All Safety signs must be prominently displayed i.e.
 - Flammable Liquid.
 - No Smoking.
 - No open flames.
 - d. Adequate firefighting equipment must be available.
6. Diesel tanks are to be installed in a bunded area; bunded area must be able to contain 110% of tank capacity.
7. Bunded area shall be of a concrete or steel construction and lined with a leak proof sealing material.
8. Bunded area shall have a drain valve.
9. No other material/equipment shall be stored in the bunded area.

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10. For storage of hazardous and flammable liquids, the approval must be obtained from the Fire department and/or the Municipality (if the services are rendered/available in the local Municipality).

11. The storage of flammable or hazardous storage must be well ventilated.

12. The appropriate Jerry cans designed for petrol/diesel shall be used to store petrol on Eskom sites and the appropriate colour coding should be complied with.

3.15.1 Refuelling at Eskom sites

Before a machine/vehicle can be refuelled, the motor must be stopped. Refuelling shall take place at designated safe areas and appropriate warning signs installed. Suitable drip trays must be used to prevent spillage at the filling nozzle.


3.16 FIRST AID AND EQUIPMENT

1. The requirements of the OHS Act GSR 3 must be observed.
2. First aid appointments must be made to meet the legal requirements. Appointees must be trained to level 2 and the training service provider must be registered in accordance with section 26(1) of the Skills Development Amendment Act, Act No. 37 of 2008. It is good practice for all employees to be trained to at least level 1.
3. When appointing employees for work sites, cognisance must be taken into account the type of work performed, the distance teams are working apart and the terrain to be covered if an emergency should arise.
4. A list of emergency numbers must be displayed on the notice boards and made accessible for all employees.
5. Main Contractor must ensure that his /her employees and appointed contractor employees are familiar with the emergency numbers.

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6. Contractors shall have one first aid box for the first 5 persons and thereafter one for every 50 or team of workers on site or part thereof, considering the type of work performed and the distance between teams.
7. More first aid boxes shall be provided in accordance with the risk assessment. Boxes must be available and accessible for the immediate treatment of injured persons at the workplace.
8. For offices, signs indicating where the first aid box or boxes are kept as well as the name and contact details of the First Aider of such first aid box or boxes shall be erected.
9. The Main Contractor and appointed contractor shall ensure that alternative arrangements be made for incidents occurring after working hours.

3.16.1 Boxes and equipment


The following is a list of minimum contents of a first aid box:

- Item 1: Wound cleaner/antiseptic (100ml).
- Item 2: Swabs for cleaning wounds.
- Item 3: Cotton wool for padding (100 g).
- Item 4: Sterile gauze (minimum quantity 10).
- Item 5: 1 Pair of forceps (for splinters).
- Item 6: 1 Pair of scissors (minimum size 100 mm).
- Item 7: 1 Set of safety pins.
- Item 8: 4 Triangular bandages.
- Item 9: 4 Roller bandages (75 mm X 5 m).
- Item 10: 4 Roller bandages (100 mm X 5 m).
- Item 11: 1 Roll of elastic adhesive (25 mm X 3 m).
- Item 12: 1 non-allergenic adhesive strip (25 mm X 3 m).
- Item 13: 1 Packet of adhesive dressing strips (minimum quantity, 10 assorted sizes).
- Item 14: 4 First aid dressings (75 mm X 100 mm).
- Item 15: 4 First aid dressings (150 mm x 200 mm).

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- Item 16: 2 Straight splints.
- Item 17: 2 Pairs large and 2 pairs medium disposable latex gloves.
- Item 18: 2 CPR mouth pieces or similar devices.

A content check list must be available with all boxes and boxes shall be checked on a regular basis, kept clean and dust free.

3.17 OHS COMMUNICATION SYSTEMS

Main Contractor/s and their appointed contractors must develop a communication strategy outlining how they intend to communicate OHS issues to their staff, the mediums they will employ and how they will measure the effectiveness of their OHS communication. Below is a brief on how communication should take place. Where project meetings are conducted on site, OHS shall be included as a standing agenda point and minutes of these meetings shall always be available on site. Minutes of meeting must be compiled and filed in the relevant OHS files. All employees shall have access to these minutes. Attendance register shall be kept for all the health and safety meetings.


3.17.1 Statutory Health and Safety Committees

1. The Main contractor shall establish statutory health and safety committee in terms of Section 19 of the OHS Act. Similarly, appointed contractors shall establish their own statutory health and safety committee.
2. All appointed contractors shall be members of the Main contractor's safety committee.
3. The Committee shall meet to discuss OHS issues concerning the current work being performed, training, upcoming work and OHS requirements, incidents and lessons learned specific OHS problems, safety performance, action plans and other relevant OHS issues. Listed below is a preferred agenda.
4. OHS representatives for a workplace shall be members of the relevant workplace safety committees (Refer to Section 19 (2) (a) of the OHS Act).

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5. The number of persons nominated by employer must not be more than the Health and Safety Representatives on that specific statutory health and safety committee. (Refer to Section 19(2)(c) of the OHS Act)
6. A statutory health and safety committee meeting shall be held at least 3 monthly (where medium to high-risk work is involved, more frequent if required), and all appointed members of the committee shall attend the meeting.
7. Statutory health and safety committees may make recommendations to the Main contractor and the project manager and the Inspector at DEL.
8. All health and safety committees shall discuss all projects related OHS Act Section 24 and 25 incidents and other notified serious incidents.
9. Health and safety committees shall follow up on incident investigation recommendations and shall keep record of all recommendations made by the committee.
10. Statutory health and safety committees may make recommendations for the revision of current standards, procedures and practices.
11. The Main contractor and appointed contractors shall ensure that statutory and non-statutory health and safety committees carry out their duties.
12. The chairperson of the health and safety committees shall be selected and appointed by the contractor. The appointed chairperson must be competent to chair meetings and be able to make informed decisions.


3.17.2 non-statutory health and safety committees

1. Where there are large worksites, then non-statutory sub-committee must be established within that worksite to assist with the communication of health and safety related matters between the statutory health and safety committee and the workplace.
2. The duties and responsibilities of the non- statutory health and safety committees will be the same as the statutory safety committee

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3.17.2.1 Agenda

1. The following serves as the guideline for the OHS Committee meeting agenda.
 - List of agenda items:
 - Matters arising from previous minutes
 - Matters arising from Contractor's OHS meetings.
 - Audit results and feedback
 - Review Health and Safety Representative Inspection Reports
 - Review
 - Incident investigation reports
 - Non-Conformances
 - Announcements (near miss/injury/damage)
 - Follow up on recommendations made by the employer in incident investigation reports
 - Accident Prevention – Safety Promotion
 - Planned Job Observations
 - OHS Training
 - Protective clothing and equipment
 - Incident Announcements / Recall
 - Forthcoming High hazard activities.
 - Non-conformances.
 - Housekeeping.
 - Work permits.
 - Work procedures.
 - Hazardous materials / substances.
 - Fire Prevention
 - Occupational Hygiene Assessments, Health Risks and Actions

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- Security
- Rules, Instructions
- Public Safety
- Environmental Management
- Emergency Preparedness
- Statistics report
- Closure


3.17.2.2 Minutes and action items for all health and safety committee meetings

1. Minutes and record of action items shall be kept of all health and safety committee meetings.
2. Action column with target dates and responsible person shall be clearly visible on the minutes and shall be completed during the meeting.
3. Statutory health and safety committee meeting minutes and record of action items shall be kept for the duration of the project or a minimum period of three years.
4. Non–statutory health and safety committee meeting minutes shall be kept for the duration of the project or a minimum period of 12 months.
5. All other meeting minutes where OHS is on the agenda, shall be kept for a minimum period of 12 months.
6. The original copy of the minutes and record of the action items must be signed by the chairperson.
7. The relevant project manager and Main contractor shall endorse the relevant minutes with his/her recommendations and return the minutes to the relevant contractor’s chairperson within 14 calendar days of the meeting.

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3.18 TOOLBOX TALKS / DAILY TEAM TALKS / PRE JOB MEETINGS

1. A meeting must be held prior to the commencement of the day's work with all relevant personnel associated with the work task in attendance. The job, relevant procedures, associated hazards, safety measures, i.e. the task risk assessments shall be discussed. Each employee who attends the briefing shall sign an attendance list of that pre-job brief form undertaking that they understand the tasks, risks and control measures required.
2. Where possible, toolbox talks can be included in the pre-job brief meetings. If this does not occur, then weekly toolbox talks must be conducted. The toolbox talk topics will be based on OHS issues pertaining to the project site. The topic and the contents shall be in writing. Attendance registers with the topic listed shall be kept.


3.19 OHS TRAINING

1. The Main contractor, when making a bid for this project shall provide a breakdown list of the OHS training requirements and the costing of such requirements. Similarly, appointed contractor must provide the same requirements when bidding with the Main contractor.
2. The scope of training includes but is not limited to the type of work being performed and the relevant procedures. Additional to the requirements, will be that the Main contractor and appointed contractors must have the appropriate qualifications, certificates and employees should always be under competent supervision.
3. Where legislative and Eskom recommended appointments are made, the relevant training shall be given to those appointees prior to the acceptance of those appointments.
4. When there is an amendment to the Acts and/or to the regulations, OHS specification and OHS plan, all affected staff shall undergo the applicable refresher training.
5. Appropriate time must be set aside for training (induction and other) of all employees.

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- Records of all training and qualifications of all contractor employees must be kept on the OHS file.

3.19.1 Main Contractor Induction training

The contractor is required to plan with the Business Unit for its employees to attend induction to be granted permission to access site.

The Main contractor shall ensure that all his / her employees, appointed contractors and their employees have undergone the Eskom OHS induction training prior to commencing work on site.

Attendance registers must be completed of any induction training given, which must indicate that they have received and understood the induction training.

Prior to attending the induction training, all employees must undergo a pre-employment medical examination and found fit for duty. A copy of the certificate of fitness must be kept in the OHS file on site for the duration of the project.

All employees and visitors on site shall carry the proof of induction training.

It is the contractor's responsibility to keep records of induction training.

3.19.2 Appointed Contractor induction training

The Main contractor shall ensure that all his / her employees and appointed contractor employees undergo site specific work induction regarding the approved project OHS plan, hazards prevalent on the work site, scope specific risk assessment, rules and regulations, and other related aspects. The induction training should also include identification of sensitive features such as wetlands/vlei areas, red data species, graves, etc.


3.19.3 Visitors to site induction

- Visitors to the site shall be required to undergo and comply with the Eskom site-specific safety induction prior to being allowed access to site.

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2. All visitors must remain in the care and custody of a person (host) who has been properly inducted. No visitors are permitted to undertake any work onsite, of any nature.
3. Visitors who have completed site induction must be provided with a record of proof of Induction training.

3.19.4 General training

The Main contractor will be required to ensure that before an employee commences work on the project/site, the respective supervisor informs the employee of his scope of authority, the hazards associated with work as well as the control measures to be taken. This will include man-job specifications, the discussion of any task procedures or hazardous operational procedures to be performed by the employee. The Main Contractor is to ensure that the supervisor has satisfied himself that the employee understands the hazards associated with the work to be performed by conducting task/job observations.

3.20 CONTRACTOR SITE ESTABLISHMENT

Where contractors are providing their own facilities, the following shall apply:


Prior to establishing a project site, a site plan is required to be drawn and submitted to the project manager, listing position of all buildings, amenities, storage, stacking areas and temporary electrical installations. The appropriate colour coding and demarcation of storage and stacking areas must be carried out.

1. When compiling the site plan, cognisance must be taken to the establishment of the site camp, ablution facilities and dining area in relation to one another and away from stacking and storage areas.
2. Main contractor's site facilities should be managed and kept hygienically clean.
3. Where the materials are stored at the work sites, proper stacking and storage shall be carried out and always maintained in good order.

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- The contractor shall during the enquiry make provision for the Occupational Hygiene Surveys costs in the bill of quantities as per the OHS Act and its regulations and inline with the scope of work.

Where Eskom is making provision of the facilities to the contractor, the following shall apply:

- Prior to handing over the site to the contractor, the client (project managers/end users) shall together with the contractor management conduct inspections, draft and sign the service level agreement.
- Main contractors shall manage and keep the allocated Eskom facility hygienically clean at all times.
- It is the responsibility of the contractor to maintain and keep the facility in a good condition.
- It is the contractor's responsibility to immediately report to the Eskom contract manager/project manager the defects incurred.
- Eskom reserves the right to conduct unannounced site inspections.

3.21 SITE ROADS

- When planning, sufficient areas must be allocated for parking of vehicles and mobile equipment's as well as roadways for ease of manoeuvrability of these vehicles.
- Sufficient width roads to be provided and adequate space is to be allowed for large vehicles traversing the sites.


3.22 VEHICLE MANAGEMENT

- It is the responsibility of the driver to ensure:
 - Their passengers wear seat belts whilst the vehicle is in motion.
 - Comply with all traffic road rules, safety, direction and speed signs.
 - Ensure that vehicle loads are properly secured prior to moving off.
 - Ensure that vehicles are not overloaded.

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2. No persons maybe transported at the back of the bakkie.
3. Drivers are required to conduct the route risk assessment prior to travelling/driving.
4. No drivers or operators may text, talk on cell phones or two-way radios whilst driving.
5. All drivers shall have a valid medical fitness certificate.
6. The First aid box with valid contents and fire extinguishers must be included in the vehicle, be services annually and inspected monthly. Drivers must be trained on how to use the First aid box and fire extinguishers.
7. Two triangles must be included in the vehicle and the emergency number be displayed at the back of the vehicle.
8. Each Project site that is enclosed by demarcation will have system/ process to manage vehicle access to site.
9. Contractor must maintain their vehicles in a roadworthy condition and a vehicle license must always be valid and this is applicable to yellow plant.
10. Drivers of light vehicles must avoid stopping or parking in the vicinity of machines. At least 30 (thirty) meters must be left clear between such a vehicle and such a machine.
11. Contractor vehicles can be subject to inspections by the Client/Agent's representative. Vehicles which are not roadworthy will not be permitted to be used on site.
12. Drivers/operators shall be responsible for the travel-worthiness of all loads conveyed by them. Precautions shall be taken to secure all loads properly. Loads projecting from vehicles shall be securely loaded and in daytime a red flag and during darkness a red light or red reflective material shall be attached to the extreme end of such projecting materials.
13. The vehicle inspection checklist must include but not limited to:
 - Reverse alarm / beeper
 - Yellow reflective tape
 - Mud flaps

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- Fire Extinguisher
- 2 Triangles
- First Aid Box
- Safety belts for every seat
- No fold-up or jockey seat
- Tyres
- License disc
- Yellow reflective tape that must be fitted at a height of between 250mm and 1.5 metres
- Speed warning sign (100km/h) at the back of the minibus
- Driver have a Public Driving Permit


3.23 HOUSEKEEPING AND ORDER

1. All contractors shall maintain a high standard of housekeeping within their sites and vehicles for the duration of the project/contract.
2. Prompt disposal of waste materials, scrap and rubbish is essential and be stored temporarily in a designated waste area, awaiting disposal.
3. Materials/objects shall not be left unsecured in elevated areas – falling objects may cause serious injuries/fatalities.
4. Nails protruding through timber shall be bent over or removed so as not to cause injury.
5. All packaging material including boxes, pallets, crates, etc. to be removed from the work area immediately.
6. On completion of his / her work, the contractor is responsible for clearing his / her work area of all materials, scrap, temporary buildings and building bases to the satisfaction of the client/agent.
7. In cases where an inadequate standard of housekeeping has developed, compromising safety and cleanliness, anyone has the responsibility to bring it to the

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attention of the Main contractor in the first instance and the Eskom project/contract manager in the second instance.

8. The Eskom project/contract manager has the right to instruct the Main contractor and appointed contractors to cease work until the area has been tidied up and made safe. Neither additional costs nor extension of time to the contract shall be allowed as a result of such a stoppage. Failure to comply with this requirement will result into site cleaning by another cleaning contractor company at the cost of the Main contractor.
9. The Main contractor shall carry out regular safety/housekeeping inspections daily to ensure maintenance of satisfactory standards. The Main contractor shall document the results of each inspection and shall maintain records for viewing.

3.24 STACKING AND STORAGE

1. The competent personnel must be appointed in writing to manage and supervise all stacking and storage on site.
2. Before stacking any material, the contractors or their employees must consult the contract manager for authorisation to use such an area for stacking purposes. This is to prevent haphazard arrangements.
3. Adequate care must be taken by the contractor to ensure that storage and stacking is carried out correctly and safely.
4. Correct shelve stacking must be carried out, heavy and bulky on the bottom, light and small on top.


3.25 WORKPLACE SIGNAGE AND COLOUR CODING

1. Symbolic safety signage shall be displayed where it is required by legislation.
2. All symbolic safety signage shall conform to the requirements of SANS standard 1186.
3. Signs shall be positioned to be seen from most positions within the work sites / areas.
4. All signage must always be clear and be replaced timeously when worn out.

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5. Contractors establishing sites must erect a company sign at their site offices to reflect the name and contact details of the: contractor site/responsible manager; supervisors; Health and Safety Manager/Practitioner; First Aider; Health and Safety Representative and Evacuation warden.
6. The location of every first aid box; fire extinguisher and emergency exit is to be clearly indicated by means of a sign.
7. When using, an explosive power tool the appropriate signage shall be erected, warning people of its use.
8. Contractors shall provide signage where work is conducted and where unauthorised entry is prohibited and/or where alerting and cautioning passers-by to be aware of potential dangers.
9. The meanings of the appropriate symbolic signage must be discussed during induction training and toolbox talks.
10. Where possible, within workshops, work areas and established premises, the appropriate sign indicating the meaning of symbolic safety signs must be displayed.


3.26 TOOLS AND EQUIPMENT

1. Contractors shall ensure that all tools and equipment are identified, safe to be used and is maintained in a good condition.
2. Contractors shall ensure that all tools and equipment are listed on an inventory list, be regularly inspected at least monthly or as required by legislation and risk assessments. The equipment should be numbered or tagged so that it can be properly monitored and inspected.
3. Where applicable, tools and equipment must have the necessary approved test or calibration documentation prior to being brought onto the project and the records shall form part of the OHS plan. Maintenance calibration shall be undertaken in terms of the manufacturer's requirements.

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4. All fuel driven equipment must be properly maintained in accordance with the manufacturer's recommendations and legal requirements.
5. Eskom reserves the right to inspect tools or items of equipment brought to site by contractors for use on this project.
6. Should Eskom personnel find any item that is inadequate, faulty, unsafe or in any other way unsuitable for the safe and satisfactory execution of the work for which it is intended, the Eskom personnel shall advise the contractor in writing and the contractor shall forthwith remove the item from site and replace it with a safe and adequate substitute.

Note: In such cases, the contractor shall not be entitled to extra payments or extensions of time in respect of delay caused by Eskom's instructions.

7. Where defective tools and equipment's are identified, such tools and equipment shall be removed out of site immediately, locked away to prevent further use until such time as the tool or piece of equipment has been repaired.
8. Contractors shall ensure that the appropriate records are kept for all tools and equipment used on the project. Such tools and equipment's shall be subjected to regular inspections.


3.26.1 Hand tools

1. All hand tools (hammers, chisels, spanners, etc.) must be recorded on a register and inspected by the construction supervisor monthly as well as by users prior to use.
2. Under no circumstance will the contractors be allowed to use their equipment's with mushroom heads, to be removed at the end or beginning of shift prior to use.
3. Tools with sharp points in toolboxes must be protected with a cover.
4. All files and similar tools must be fitted with handles.
5. No makeshift tools are permissible on the project.

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3.27 LADDERS

1. Ladders used shall conform to the requirements of GSR 13A and used in terms of GSR 6.
2. The appropriate head protection, with chin strap shall be worn by employees working from a ladder or with climbing irons.
3. The ladder wheels, brakes and platform must be in good condition.
4. All metal parts to be in good condition, no cracks.
5. The appropriate head protection, with chin strap shall be worn by employees working from a ladder or with climbing irons.
6. Non-slip devices must be in good condition and no paint to be on wooden ladders
7. Climbing irons are permitted to be used in place of ladders on condition that the requirements of GSR 6 are not compromised and from an electrical point of view not damage any cabling. The working at heights risk assessment must indicate the use of climbing irons.
8. Employees using climbing irons shall be suitably trained in the use, care and maintenance of such climbing irons.
9. When using climbing irons, the appropriate rope grab fall prevention system shall be used.
10. The correct fall protection equipment shall be worn and used whilst climbing up, working from and climbing down ladders.
11. The appropriate head protection, with chin strap shall be worn by employees working from a ladder (risk based) or with climbing irons.
12. A detailed inspection of all ladders shall be conducted monthly by a competent person and every time prior to climbing by employees using such ladders. The inspection check lists must be filed in the site OHS files

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3.29 AUDITING

3.29.1 Approval and compliance of Main contractor OHS plan

The Contractor's OHS Plan will be audited against compliance checklist to verify compliance to the requirements of the Eskom OHS specifications. Once there is compliance only then will the Main contractors OHS plan be approved by the project manager or an appointed Eskom contract custodian. The implementation of the OHS Plan shall be assessed / audited by Eskom personnel on a regular basis. This will include physical conditions evaluation.

3.29.2 Eskom OHS audits

Eskom shall evaluate all contractors OHS performance on an ongoing basis against the legal, Eskom requirements, OHS specification and the contractors OHS plans.

Note: Eskom reserves the right to conduct unannounced audits on contractors

There will be monthly audits conducted by Eskom on the Main contractor/s and/or appointed contractors. These audits shall be attended by the contractor's site manager or his representative.

If there are any findings / non-compliance identified as serious in these audits, an activity will be stopped for that specific Main Contractor and appointed contractor. Refer to section on "Work Stoppage" in this OHS Specification.


3.29.3 Contractor audits

Main Contractors are required to conduct internal audits on both their employees and their appointed contractors on the implementation of their OHS Plan on a monthly basis or when the scope of work changes. A summary of the findings and the proposed corrective actions shall be submitted to Eskom project manager within one week after completion of the audit. Where appointed contractors are audited by the Main contractor a copy of the audit report shall be submitted to the appointed contractor within 7 days of the audit.

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3.30 SMOKING

The national smoking policy must be observed, and smoking is permitted in designated areas only (Eskom Smoking Procedure 32-36).

3.31 CELLULAR PHONES

The National Road Traffic Act requirements regarding the use of cellular phones must be observed, when driving and or operating mobile equipment and or machinery. The personal use of cell phones in the plant is prohibited unless it is an emergency or for work purpose. The use of cell phone camera in the plant must be in line with the national key point Act and the Plant safety regulation.

3.32 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.

The Contractor shall identify all possible occupational hygiene stressors for the duration of the project and ensure that such stressors are monitored and controlled as per OHS Act and its Regulations.

3.32.1 Medical Assessments


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

1. Main contractors must ensure that their employees and their appointed contractor employees have a medical surveillance program whereby their employees undergo entry, periodic and exit medical fitness examinations.
2. The health risk assessment must be used to compile the man job specification and address the hazards that the employees will be exposed to.

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3. For the appropriate medical examinations to be conducted, each employee must have a man job specification, which must indicate the description of work, list of hazards and potential occupational exposure limits, physical hazards and required physical attributes.
4. Medical fitness certificates shall be renewed annually for employees who are working on site. This shall be maintained until completion of the contract.
5. The Main Contractor must ensure that his / her employees and appointed contractor employees have undergone pre-entry medical examination before starting work on the contract.
6. The Main contractor shall provide a documented process for managing those employees who are issued with a conditional certificate of fitness.
7. The contractor shall include in the OHS file the record of the employees exit medical fitness certificates as and when their employees leave the company.

3.33 ROLES AND RESPONSIBILITIES

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

3.34 WORKING AT HEIGHTS

3.34.1 General Requirements


Wherever reasonably practicable, preference is given to the performance of work at ground level as opposed to the elevated position. Where work in an elevated position is necessary, preference is given to fall prevention measures such as, but not limited to, effective barricading and the use of work platforms. Persons may only work from a fall risk position if a site-specific fall protection plan developed by the appointed competent person (as per 32-418 procedure) is in place and correctly implemented and consists of the following:

1. All appointments for the fall protection plan developer and implementer are in place.

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2. Baseline risk assessment, which is specific and incorporates the working at height risk assessment, as well as the site-specific risk assessment, has been completed for the work to be conducted.
3. Safe working procedure/task analysis and work instructions, approved by a competent person, are in place.
4. A fall rescue plan, along with necessary equipment's and trained rescuers, are in place.
5. Appropriate training, as determined by the risk assessment, has been provided.
6. Appropriate height safety equipment and personal protective equipment have been issued to the individual.
7. There are equipment inspection procedures and up-to-date inspection records.
 - Individuals are medically fit to work at height, and records of this are kept.
 - A site-specific risk assessment is performed.

While work is in progress, adequate warning signs and/or barricades shall be used in all areas where there is a risk of persons being injured by materials or equipment falling from the work area. Barricades should be continuous and easily visible.

A drop zone shall be established with appropriate warning signs and barricading, warning personnel below of workers above and potential falling objects.

Every employer shall ensure that work at height is:

1. properly planned.
2. appropriately supervised; and
3. carried out in a manner that is, as far as is reasonably practicable, safe and that its planning includes the selection of work equipment.


3.35 PERSONAL PROTECTIVE EQUIPMENT REQUIREMENTS

1. The Main contractor must provide a detailed programme that includes the issuing, maintenance and replacement of PPE for all his employees and appointed contractors on site.

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2. All contractors shall comply with the requirements of GSR 2 of the OHS Act and
3. PPE Specification Standard 240-44175132.
4. The risk-based PPE matrix must be compiled detailing the types of PPE that is required to be issued to employees performing the respective tasks.
5. If there are exceptional circumstances in which certain activities necessitate the use of additional PPE, a risk assessment must be done, in which such PPE requirements will be determined and issued.
6. All contractors shall ensure that their visitors wear and use the correct PPE whilst on worksites.
7. Where PPE is required and visitors are not in possession of, then it is the individual contractor's responsibility to provide the PPE.
8. All PPE purchased and used by all contractor employees including visitors must comply with the relevant SANS standards.
9. Where deemed as a requirement (as per risk assessment), then high visibility vests shall be worn.
10. Monthly inspection records of PPE must be kept in the Safety file
11. The contractor shall provide training to his/her employees on the correct use, care and maintenance of PPE and keep the record.

3.36 INCIDENT INVESTIGATION


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

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

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

3.37 EMERGENCY MANAGEMENT

The art of emergency preparedness and response is to minimise the effects of any emergency and to restore normal activities as soon as possible. The contractor must develop and align their own Emergency response plan with Eskom's to address any emergency which might arise at any given point in time. The contractor to familiarise themselves with the Eskom emergency response plan and procedure. Periodic emergency drills must be undertaken to test the effectiveness of their plan. This must be recorded and provided on request.


3.38 NON-CONFORMANCE AND COMPLIANCE

1. Any non-compliance to any health and safety requirement in this OHS specification is subject to discipline in terms of the Eskom Procurement and Supply Chain Management Procedure.
2. Main 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. Contractor project management must monitor the close out of non-conformances issued, in not doing so; any recommendations made may not be 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 by the responsible project manager to explain the non-conformance issued and what plan is in place to prevent a recurrence of the non-conformance.

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	<p style="text-align: center;">GENERATION COAL FIRED STATIONS OHS SPECIFICATION FOR</p> <p style="text-align: center;">HIGH RISK</p> <p>The provision of subsidised meals catering cleaning services and maintenance of e-hospitality system at Arnot power station</p>	Template Identifier	32-726-03T	Rev	2
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- Should the contractor fail to provide adequate PPE (as per PPE standards) to their employees for the tasks being performed and/or to visitors; failure to enforce the wearing of such PPE will be viewed as a transgression of the legislative and Eskom requirements.


3.39 OHS FILES

- OHS file means documents or records in permanent form, containing the information about the safety and health management system from inception, execution to completion of works.
- All contractors are required to keep the OHS file on every project site. If there is more than one site per project, a file per site shall be kept at that site. Contractors may keep additional files at their head office as additional records. The OHS file shall be maintained by all the contractors on their project sites and shall be available on request for audit and inspection purposes.
- The OHS file shall consist of the OHS documentation/information in line with the OHS requirements/specification, legal and other requirements.
- The sequence of filing the documentation must be kept in the same sequence as listed in this OHS requirements /specification and the OHS plan.
- Each record shall be separated by partitions to afford easy identification and access. Each partition must be labelled.
- On completion of the work/project, the main contractor must hand over a consolidated health and safety file to the project manager.
- In case where the project is extended, should the documentation in the OHS files become cumbersome, the older documentation must be archived in boxes which shall be correctly labelled and be available for auditing purposes. The archived documentation must be handed over at the completion of the project.

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3.40 WORK STOPPAGE

1. Any person may stop any activity where an unsafe act or unsafe condition that poses or may pose an imminent threat to the safety and health of an individual or create a risk of degradation of the environment. This includes any unauthorised work or service performed by, or legally or contractually non-compliant acts or omissions by, any contractor contracted to work at that site.
2. Work stoppages that are initiated due to OHS concerns, non-compliance, or poor performance related to the contractor's works or services shall not warrant any financial compensation claim lodged against Eskom where the contractor has not met the requirements defined legally or contractually.
3. Where stoppages are carried out, the required non-conformance report shall be raised.
4. All work stoppages ideally should be investigated and documented by contract custodians.

3.41 HOURS OF WORK

The requirements of the Basic Conditions of Employment Act, Chapter Two "Regulation of Working Time" must be adhered to. All contractors are required to maintain an accurate record of time worked by each employee.


3.41.1 Normal work

All work conducted on site shall fall within the legal requirements in accordance with the Basic Conditions of Employment Act. Contractors will notify their Eskom Supervisor or project manager of any work that needs to be performed after hours according to the agreed arrangements. (The application needs to be submitted timeously). Where applicable, the notification should include proof of application, for overtime, to the Department of Employment and Labour and /or the letter of approval from the Department of Employment and Labour.

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3.41.2 Night work

When night work is to be performed, the baseline risk assessment must be reviewed to include the management of night work. Contractors shall provide sufficient lighting to enable the entire work site to be illuminated to a degree that employees will not work in dark (un-illuminated) or dimly lit areas. Care must be exercised as not to use few lights with high light intensives as this will cause night blindness.

If work is continuing from day light into night, at dusk, a toolbox talk must be held where all employees will be advised of the hazards of night work and the extra precautions which require to be taken, i.e. poor housekeeping, stepping on uneven ground, stepping into holes etc.

3.41.3 Overtime

When overtime is required to be performed, the appointed contractors shall inform the Main contractor of such action. The Main contractor shall inform the Eskom project manager of such function and provide proof of exemption from the Department of Employment and labour. Contractors shall be aware of the effects of human fatigue and regulate overtime accordingly. The baseline risk assessment must be reviewed to include the management of overtime work.

3.42 OMISSIONS FROM SAFETY AND HEALTH REQUIREMENTS SPECIFICATION

By drawing up this OHS specification Eskom has endeavoured to address the most critical aspects relating to OHS issues to assist the contractor to adequately provide for the health and safety of employees on site.

Should Eskom not have addressed all OHS aspects pertaining to the work that is tendered for, the contractor needs to include it in the OHS plan and inform Eskom of such issues when signing the contract.


3.43 CONTRACTOR PERFORMANCE MONITORING

Contractor management is required to do the following as part of the continuous improvement initiatives:

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- Visible Felt leadership by top management
- Identify critical tasks and monitor by conducting Job Observations
- Contractor Chief Executive or Managing Director shall present the lost time incidents at Business Unit Power Station General Managers meeting

3.44 CONTRACT SIGN OFF

On completion of the project, all Eskom team must conduct the final audit, inspections, and housekeeping to identify defects, outstanding actions, and open incident cases, and present their findings to the contractor and Eskom contract manager, who must facilitate the closeout. Once the contractor has closed all findings the Eskom's team will verify and sign off prior to issuing a completion certificate and final payment.

3.45 ESKOM'S RIGHT TO TERMINATE THE CONTRACT

The contractor/supplier shall always comply with Eskom's occupational health and safety (OHS), legal and other requirements as amended for the duration of the contract. In addition, the contractor shall comply with the requirements contained in the SHE Specification. Eskom reserves the right to terminate the contract if the contractor has built up a history of poor performance or non-conformance in relation to matters of Eskom OHS and legal compliance. No work may commence until the health and safety file has been approved by Eskom OHS personnel.

4. AUTHORIZATION


This document has been seen and authorised by the OHS Manager, SHE Officer & Service Manager

- Service Manager: Hlamalani Nyambi
- SHE Officer: Hlengiwe Sibiya
- OHS Manager: Octavia Mhlongo

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5. REVISIONS

Date	Rev.	Compiler	Remarks
February 2026	2	H Sibiya H Nyambi	This provides for the OHS Specification requirement for the Maintenance of the Compressor Plant Terms and Services Contract. for Arnot Power Station
May 2022	1	F Pooe	This provides the initial OHS specification requirements that must be met by the relevant contractors who have been awarded a contract for the work to be performed for Eskom Generation.
August 2015	0	F Pooe	This provides the initial OHS specification requirements that must be met by the relevant contractors who have been awarded a contract for the work to be performed for Eskom.

6. DEVELOPMENT TEAM

1. Hlengiwe Sibiya
2. Hlamalani Nyambi

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