



COVID-19 RISK ASSESSMENT										
Business/Operating unit:	Scope				Start/Review date (every 2 years):	Template identifier:				
Telecommunications	High risk Internal Contract for Telecommunications Radio Sites in Free State, Gauteng, North West, Limpopo and Mpumalanga Provinces.				30/06/2020	FFMA-2023128				
Date:	Compiled by				Authorised by:	Designation:	Document Identifier:	Revision number:	Revision date:	
30/06/2023	Thabo Rangan				Name: Alison Singh	Contacts Manager	FFMA-2023128	5	30-Apr-25	
					Signet:	Content Reviewer				
					Date:					
Risk to Occupational Health and Safety Risk assessment procedure 19-028										
List activity	Hazard Identification	Associated risk	Risk type	What are the possible consequences?	Existing Controls	Consequence	Limit/No.	Risk Priority Number	Control Owner	Legal and Other Requirements
<p>List specific activities to be performed taking into consideration the equipment to be used, the personnel involved in the task.</p> <p>Anything with potential to cause harm. Note: A hazard can pose more than one risk.</p>	<p>A chance that harm, if health or economic could occur as a result of uncontrolled hazard.</p>	<p>Safety or health</p>	<p>Consider the worst case scenario without controls?</p>	<p>Includes: <b>Elimination-None</b> <b>Substitution-None</b> <b>Engineering controls-None</b> <b>Administrative controls</b> 1) Contractor Employees Induction 2) Issuing of OHS documentation (specification, HIRA, Acknowledgment of risks) 3) Safely the evaluation and approval before any work is done at site 4) Contractor site audits conducted for monitoring compliance to the requirements</p>	<p>Person allocated the responsibility for implementing the agreed controls</p>	<p>Where relevant, list the relevant legislative and/or Eskom requirements that prescribe the control.</p>				
<b>Access Control</b>	Any person infected with COVID-19	Contracting COVID-19 through contact with infected objects	Health	1. Local transmission of the virus to exposed employees leaving last time or earlier 2. All employees that are affected being isolated. 3. Positive COVID-19 cases.	1) Contractor Employees Induction 2) Issuing of OHS documentation (specification, HIRA, Acknowledgment of risks) 3) Safely the evaluation and approval before any work is done at site 4) Contractor site audits conducted for monitoring compliance to the requirements	S	D	1	Contractor	1. Occupational Health and Safety Act; Hazardous Biological Agents Regulations 2. Directive Consolidated COVID-19 Direction on Occupational Health and Safety Measures in Certain Workplaces OHS 1031 of October 2020
	Objects and surfaces contaminated with COVID-19, e.g. ultrahygiene biometric units	Contracting COVID-19 through touching contaminated objects with an infected person while conducting work activities	Health	1. Local transmission of the virus to exposed employees leaving last time or earlier 2. All employees that are affected being isolated. 3. Positive COVID-19 cases.	1) Contractor Employees Induction 2) Issuing of OHS documentation (specification, HIRA, Acknowledgment of risks) 3) Safely the evaluation and approval before any work is done at site 4) Contractor site audits conducted for monitoring compliance to the requirements	S	D	1	Contractor	1. Occupational Health and Safety Act; Hazardous Biological Agents Regulations 2. Directive Consolidated COVID-19 Direction on Occupational Health and Safety Measures in Certain Workplaces OHS 1031 of October 2020
	Infected employee and breathalyzer contaminated with COVID-19	Contracting COVID-19 when using a contaminated breathalyzer	Health	1. Local transmission of the virus to exposed employees leaving last time or earlier 2. All employees that are affected being isolated. 3. Positive COVID-19 cases.	1) Contractor Employees Induction 2) Issuing of OHS documentation (specification, HIRA, Acknowledgment of risks) 3) Safely the evaluation and approval before any work is done at site 4) Contractor site audits conducted for monitoring compliance to the requirements	S	C	1	Contractor	1. Occupational Health and Safety Act; Hazardous Biological Agents Regulations 2. Directive Consolidated COVID-19 Direction on Occupational Health and Safety Measures in Certain Workplaces OHS 1031 of October 2020
	Employees conducting work and being exposed to contaminated objects, equipment, surfaces, etc. (e.g. biometric scanners, etc., etc., biometric units, etc.)	Contract COVID-19 from contaminated objects and surfaces	Health	1. Local transmission of the virus to exposed employees leaving last time or earlier 2. All employees that are affected being isolated. 3. Positive COVID-19 cases.	1) Contractor Employees Induction 2) Issuing of OHS documentation (specification, HIRA, Acknowledgment of risks) 3) Safely the evaluation and approval before any work is done at site 4) Contractor site audits conducted for monitoring compliance to the requirements	S	C	1	Contractor	1. Occupational Health and Safety Act; Hazardous Biological Agents Regulations 2. Directive Consolidated COVID-19 Direction on Occupational Health and Safety Measures in Certain Workplaces OHS 1031 of October 2020
	Employees conducting work and having poor hand hygiene practices	Contracting COVID-19 from contaminated surfaces due to poor hygiene practices	Health	1. Local transmission of the virus to exposed employees leaving last time or earlier 2. All employees that are affected being isolated. 3. Positive COVID-19 cases.	1) Contractor Employees Induction 2) Issuing of OHS documentation (specification, HIRA, Acknowledgment of risks) 3) Safely the evaluation and approval before any work is done at site 4) Contractor site audits conducted for monitoring compliance to the requirements	S	C	1	Contractor	1. Occupational Health and Safety Act; Hazardous Biological Agents Regulations 2. Directive Consolidated COVID-19 Direction on Occupational Health and Safety Measures in Certain Workplaces OHS 1031 of October 2020
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	Infected employee and objects contaminated with COVID-19	Employees having flu-like symptoms or other medical conditions due to having been in contact with symptomatic, asymptomatic, or with people that have traveled to high risk areas or positive COVID-19 case.	Health	1. Local transmission of the virus to exposed employees leaving last time or earlier 2. All employees that are affected being isolated. 3. Positive COVID-19 cases.	1) Contractor Employees Induction 2) Issuing of OHS documentation (specification, HIRA, Acknowledgment of risks) 3) Safely the evaluation and approval before any work is done at site 4) Contractor site audits conducted for monitoring compliance to the requirements	S	D	1	Contractor	1. Occupational Health and Safety Act; Hazardous Biological Agents Regulations 2. Directive Consolidated COVID-19 Direction on Occupational Health and Safety Measures in Certain Workplaces OHS 1031 of October 2020
	Infected employee and objects contaminated with COVID-19	Employees testing positive after being in contact with infected people or having traveled to high risk areas	Health	1. Local transmission of the virus to exposed employees leaving last time or earlier 2. All employees that are affected being isolated. 3. Positive COVID-19 cases.	1) Contractor Employees Induction 2) Issuing of OHS documentation (specification, HIRA, Acknowledgment of risks) 3) Safely the evaluation and approval before any work is done at site 4) Contractor site audits conducted for monitoring compliance to the requirements	S	C	1	Contractor	1. Occupational Health and Safety Act; Hazardous Biological Agents Regulations 2. Directive Consolidated COVID-19 Direction on Occupational Health and Safety Measures in Certain Workplaces OHS 1031 of October 2020
	Infected employee and surfaces contaminated with COVID-19	1. Close contact between employees while traveling pose a risk of COVID-19 transfer as virus spreads through Asymptomatic Persons as well 2. Contact COVID-19 from contaminated vehicle surfaces.	Health	1. Local transmission of the virus to exposed employees leaving last time or earlier 2. All employees that are affected being isolated. 3. Positive COVID-19 cases.	1) Contractor Employees Induction 2) Issuing of OHS documentation (specification, HIRA, Acknowledgment of risks) 3) Safely the evaluation and approval before any work is done at site 4) Contractor site audits conducted for monitoring compliance to the requirements	S	D	1	Contractor	1. Occupational Health and Safety Act; Hazardous Biological Agents Regulations 2. Directive Consolidated COVID-19 Direction on Occupational Health and Safety Measures in Certain Workplaces OHS 1031 of October 2020
	Infected employee and surfaces contaminated with COVID-19	Contracting COVID-19 from contaminated vehicle surfaces	Health	1. Local transmission of the virus to exposed employees leaving last time or earlier 2. All employees that are affected being isolated. 3. Positive COVID-19 cases.	1) Contractor Employees Induction 2) Issuing of OHS documentation (specification, HIRA, Acknowledgment of risks) 3) Safely the evaluation and approval before any work is done at site 4) Contractor site audits conducted for monitoring compliance to the requirements	S	D	1	Contractor	1. Occupational Health and Safety Act; Hazardous Biological Agents Regulations 2. Directive Consolidated COVID-19 Direction on Occupational Health and Safety Measures in Certain Workplaces OHS 1031 of October 2020
	Infected hotel staff and fellow lodgers 2) Contaminated surfaces with COVID-19	1) Contracting COVID-19 from contact with infected persons or contaminated surfaces (clothing / bedding)	Health	1. Local transmission of the virus to exposed employees leaving last time or earlier 2. All employees that are affected being isolated. 3. Positive COVID-19 cases.	1) Contractor Employees Induction 2) Issuing of OHS documentation (specification, HIRA, Acknowledgment of risks) 3) Safely the evaluation and approval before any work is done at site 4) Contractor site audits conducted for monitoring compliance to the requirements	S	D	1	Contractor	1. Occupational Health and Safety Act; Hazardous Biological Agents Regulations 2. Directive Consolidated COVID-19 Direction on Occupational Health and Safety Measures in Certain Workplaces OHS 1031 of October 2020
	Infected employee and objects contaminated with COVID-19	Contracting COVID-19 due to employees, contractors or visitors not following social distancing protocols when having social interactions during work or break times.	Health	1. Local transmission of the virus to exposed employees leaving last time or earlier 2. All employees that are affected being isolated. 3. Positive COVID-19 cases.	1) Contractor Employees Induction 2) Issuing of OHS documentation (specification, HIRA, Acknowledgment of risks) 3) Safely the evaluation and approval before any work is done at site 4) Contractor site audits conducted for monitoring compliance to the requirements	S	C	1	Contractor	1. Occupational Health and Safety Act; Hazardous Biological Agents Regulations 2. Directive Consolidated COVID-19 Direction on Occupational Health and Safety Measures in Certain Workplaces OHS 1031 of October 2020
	Coming into contact with affected persons, contaminated object or surfaces.	Contracting COVID-19 due to contact with contaminated object and exposure to an infected person.	Health	1. Local transmission of the virus to exposed employees leaving last time or earlier 2. All employees that are affected being isolated. 3. Positive COVID-19 cases.	1) Contractor Employees Induction 2) Issuing of OHS documentation (specification, HIRA, Acknowledgment of risks) 3) Safely the evaluation and approval before any work is done at site 4) Contractor site audits conducted for monitoring compliance to the requirements	S	C	1	Contractor	1. Occupational Health and Safety Act; Hazardous Biological Agents Regulations 2. Directive Consolidated COVID-19 Direction on Occupational Health and Safety Measures in Certain Workplaces OHS 1031 of October 2020
	Unavailability of running water	1. Increased risk for contracting COVID-19	Health	1. Local transmission of the virus to exposed employees leaving last time or earlier 2. All employees that are affected being isolated. 3. Positive COVID-19 cases.	1) Contractor Employees Induction 2) Issuing of OHS documentation (specification, HIRA, Acknowledgment of risks) 3) Safely the evaluation and approval before any work is done at site 4) Contractor site audits conducted for monitoring compliance to the requirements	S	B	1	Contractor	1. Occupational Health and Safety Act; Hazardous Biological Agents Regulations 2. Directive Consolidated COVID-19 Direction on Occupational Health and Safety Measures in Certain Workplaces OHS 1031 of October 2020

Project/Activity	Description	Start	End	Status	Risk	Impact	Priority	Responsible	Owner	Budget	Actual	Variance	Comments	Date
<a href="#">Project A</a> (Detailed description of Project A activities)	Activity 1	2023-01-01	2023-03-31	Completed	Low	Positive	High	John Doe	Project A	100000	100000	0	On schedule, budget on track.	2023-03-31
	Activity 2	2023-04-01	2023-06-30	In Progress	Medium	Neutral	Medium	Jane Smith	Project A	150000	140000	10000	Minor delay in procurement.	2023-06-30
	Activity 3	2023-07-01	2023-09-30	Planned	Low	Positive	Low	Mike Johnson	Project A	80000	80000	0	Preparation phase.	2023-09-30
	Activity 4	2023-10-01	2023-12-31	Planned	Low	Positive	Low	Sarah Lee	Project A	70000	70000	0	Final review phase.	2023-12-31
	Activity 5	2023-01-01	2023-02-28	Completed	Low	Positive	High	John Doe	Project A	50000	50000	0	Initial setup.	2023-02-28
	Activity 6	2023-03-01	2023-04-30	Completed	Low	Positive	High	Jane Smith	Project A	60000	60000	0	Resource allocation.	2023-04-30
	Activity 7	2023-05-01	2023-06-30	Completed	Low	Positive	High	Mike Johnson	Project A	40000	40000	0	Contract signing.	2023-06-30
	Activity 8	2023-07-01	2023-08-31	Completed	Low	Positive	High	Sarah Lee	Project A	30000	30000	0	Site preparation.	2023-08-31
	Activity 9	2023-09-01	2023-10-31	Completed	Low	Positive	High	John Doe	Project A	20000	20000	0	Equipment delivery.	2023-10-31
	Activity 10	2023-11-01	2023-12-31	Completed	Low	Positive	High	Jane Smith	Project A	10000	10000	0	Final reporting.	2023-12-31
<a href="#">Project B</a> (Detailed description of Project B activities)	Activity 11	2023-01-01	2023-02-28	Completed	Low	Positive	High	John Doe	Project B	80000	80000	0	Scope definition.	2023-02-28
	Activity 12	2023-03-01	2023-04-30	Completed	Low	Positive	High	Jane Smith	Project B	70000	70000	0	Stakeholder engagement.	2023-04-30
	Activity 13	2023-05-01	2023-06-30	Completed	Low	Positive	High	Mike Johnson	Project B	60000	60000	0	Requirement gathering.	2023-06-30
	Activity 14	2023-07-01	2023-08-31	Completed	Low	Positive	High	Sarah Lee	Project B	50000	50000	0	Architecture design.	2023-08-31
	Activity 15	2023-09-01	2023-10-31	Completed	Low	Positive	High	John Doe	Project B	40000	40000	0	Development phase.	2023-10-31
<a href="#">Project C</a> (Detailed description of Project C activities)	Activity 16	2023-01-01	2023-03-31	Completed	Low	Positive	High	John Doe	Project C	60000	60000	0	Market research.	2023-03-31
	Activity 17	2023-04-01	2023-06-30	Completed	Low	Positive	High	Jane Smith	Project C	50000	50000	0	Competitor analysis.	2023-06-30
	Activity 18	2023-07-01	2023-09-30	Completed	Low	Positive	High	Mike Johnson	Project C	40000	40000	0	SWOT analysis.	2023-09-30
<a href="#">Project D</a> (Detailed description of Project D activities)	Activity 19	2023-01-01	2023-02-28	Completed	Low	Positive	High	John Doe	Project D	30000	30000	0	Strategy formulation.	2023-02-28
	Activity 20	2023-03-01	2023-04-30	Completed	Low	Positive	High	Jane Smith	Project D	20000	20000	0	Implementation plan.	2023-04-30







Date	Rev.	Compiler	Remarks
Jun-23	1	O Toboti	First Issue

### Consequence criteria

Consequence rating	Description
	<b>Health and Safety</b>
1	No injuries or health effects(near misses)
2	First-aid treatment case, and temporary discomfort case
3	Medical treatment case; occupational disease with reversible/non-permanent effect
4	Lost Time Injury. Irreversible health effects/occupational disease with permanent consequence
5	Fatality or life threatening health effects
6	Multiple fatalities

		RISK MATRIX				
Consequences	6	I	I	I	I	I
	5	II	II	II	I	I
	4	III	III	II	I	I
	3	IV	III	II	II	I
	2	IV	IV	III	II	II
	1	IV	IV	III	III	III
		A	B	C	D	E
		Likelihood				

### Likelihood criteria

Score	Descriptor	Safety	Occupational hygiene	
			Exposure	Probability of exceeding OEL
A	Highly unlikely	<ul style="list-style-type: none"> <li>▪ More than a "100 year event"</li> <li>▪ Exceptionally unlikely, even in the long-term future</li> <li>▪ &lt; 5% probability.</li> </ul>	Rare (once a year)	No exposure (or exposure < 10% of OEL)
B	Unlikely	<ul style="list-style-type: none"> <li>▪ Could occur in "years to decades"</li> <li>▪ May occur but not anticipated</li> <li>▪ ≥ 5% and &lt; 20% probability.</li> </ul>	Short periods of time, a few times per day/intermittent (once in six months, three months, or a month)	Low exposure (< 50% of OEL)
C	Possible	<ul style="list-style-type: none"> <li>▪ Could occur within "months to years"</li> <li>▪ May occur shortly but a distinct probability it will not, or ≥ 20% and &lt; 70% probability.</li> </ul>	Continuous for between one and two hours (often/ weekly)	Moderate exposure (chronic exposure > 50% of OEL or acute exposure ≥ OEL)
D	Likely	<ul style="list-style-type: none"> <li>▪ Could occur within "weeks to months"</li> <li>▪ Balance of probability will occur</li> <li>▪ ≥ 70% and &lt; 90% probability.</li> </ul>	Continuous for between two and four hours (frequent/daily)	High exposure (chronic exposure > OEL, or exposure exceeding OEL-STEL)
E	Unavoidable	<ul style="list-style-type: none"> <li>▪ Could occur within "days to weeks"</li> <li>▪ Impact is imminent</li> <li>▪ ≥ 90% probability.</li> </ul>	Continuous for eight-hour shift	Very high exposure (chronic exposure > 2 x OEL or exposure exceeding OEL-C)

A  
B  
C  
D  
E

### RISK CONTROL EFFECTIVENESS GUIDE

RCE	Guide
<b><i>Fully effective</i></b>	Nothing more to be done except review and monitor the existing controls. Controls are well designed for the risk, are largely preventive and address the root causes. Management believes that they are effective and reliable at all times. Reactive controls only support preventive controls.
<b><i>Mostly effective</i></b>	Most controls are designed correctly and are in place and effective. Some more work to be done to improve operating effectiveness or management has doubts about operational effectiveness and reliability of the controls.
<b><i>Mostly ineffective</i></b>	While the design of controls may be largely correct in that they treat most of the root causes of the risk, they are not currently operationally very effective. There may be an over-reliance on reactive controls, or some of the controls do
<b><i>None</i></b>	Virtually no credible control. Management has no confidence that any degree of control is being achieved.

- I*
- II*
- III*
- IV*