

OCCUPATIONAL HEALTH AND SAFETY SPECIFICATION

OCCUPATIONAL HEALTH

AND

SAFETY ACT

AND

REGULATIONS

PRE-CONSTRUCTION HEALTH AND SAFETY SPECIFICATION

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1. INTRODUCTION AND BACKGROUND

1.1 Background to the Pre-Construction Health and Safety Specification

- 1) The Construction Regulations of February 2014 in terms of Regulation 5(1)(b) places the onus on the Client to prepare a Pre-Construction Health and Safety Specification, highlighting all risks not successfully eliminated during design. Section 37.2 of the Act, Act 85 of 1993 requires the Department of Works as an Employer to enter into a written agreement with the Contractor (Mandatory) as far as arrangements and procedures are concerned to ensure that the Contractor complies with the requirements of the Act, Act 85 of 1993 and all its Regulations.
- 2) This document serves to address all the abovementioned requirements and by submission of his/her tender the Contractor undertakes to abide with the conditions as stipulated by the Department of Works hereinafter referred to as the Client throughout this document.
- 3) This documentation will give the Client or its duly appointed representative the required information to be able to evaluate the Contractors competency and resources as is required by Regulation 5(1)(h) of the Construction Regulations of February 2014 and to determine his/her suitability to perform such work in a safe and healthy manner.
- 4) When submitting his/her tender the Contractor must supply the Client with the following:
 - A detailed Site Safety Plan indicating how the contractor will manage all Safety, Health and Environmental aspects whilst working on the Clients premises or on premises under his/her control, which must be based on the contents of this document as is required by Regulation 7(1)(a) of the Construction Regulations of February 2014.
 - A Cost breakdown of funds being allocated to make adequate provisions for Safety, Health and Environmental requirements as is required by Regulation 5 (1)(g) of the Construction Regulations of February 2014.
- 5) No approval or acceptance of any document required by this specification shall be construed by the Contractor as an absolution of the Contractor from achieving the required level of performance and compliance with legal requirements whatsoever.
- 6) The Contractor is an employer in his/her own right and therefore must assume all the responsibilities as required from any legal obligation imposed on him or her.

1.2 Purpose of the Pre-Construction Health and Safety Specification

To assist in achieving compliance with the Occupational Health and Safety Act 85/1993 and the now promulgated Construction Regulations of February 2014 in order to reduce incidents and injuries.

The Pre-Construction Safety, Health and Environmental Specification sets out the requirements to be followed by the Principal Contractor and other Contractors so that the Health and Safety of all persons potentially at risk and the potential risk to the environment may receive the same priority as other facets of the project such as Scope, Time, Cost and Quality.

1.3 Implementation of the Pre-Construction Health and Safety Specification

This specification forms an integral part of the contract, and the Contractor is required to use it at pre-tender phase when drawing up his/her project-specific Construction Phase Health and Safety Plan as indicated above. The Principal Contractor shall forward a copy of this specification to all Sub-Contractors at their bidding stage so that they can in turn prepare Health and Safety Plans relating to their operations.

2. PRE-CONSTRUCTION HEALTH AND SAFETY SPECIFICATION

2.1 SCOPE

This Specification covers the requirements for eliminating and mitigating incidents and injuries on the particular project.

The scope also addresses legal compliance, hazard identification and risk assessment, risk control, and promoting a Health and Safety culture amongst those working on the project. The specification also makes provision for the protection of those persons other than employees.

2.2 Contractual Issues

- 1) Due to fact that this document is based on legislative requirements the Client requires that all Contractors comply with the requirements of this document and all other relevant legislative requirements not covered by this document.
- 2) The Client or its duly appointed representative reserves the right to stop any contractor from working whenever Safety, Health or Environmental requirements are being violated. Any resultant costs of such work stoppages will be for the Contractor's account.

- 3) The requirements as specified by the Client in this document must not be deemed to be exhaustive and the Client reserves the right to make changes as and if the Client deems fit.
- 4) The Client will not entertain any claim of any nature whatsoever which has come about as result of costs incurred or delays being experienced due to the Contractor not complying with the requirements of this document or any other applicable legislative requirements imposed on the Contractor.

2.3 Safety, Health and Environmental Standards and Procedures

- 1) The Contractor will ensure that all work performed by him/her is executed in accordance with work procedures which comply with accepted safety practices and applicable safety, health and Environmental legislation.
- 2) Procedures as indicated above may be the Contractors own procedures on condition that they comply with the conditions as stipulated above.
- 3) Where procedures have been specified by this Client in the contents of this document such procedures must be adhered to unless otherwise agreed to with the Client or it's duly appointed representative.

2.4 Interpretations

2.4.1 APPLICATION

This specification is a compliance document drawn up in terms of South African legislation and is therefore binding. It must be read in conjunction with relevant legislation as noted previously.

2.4.2 DEFINITIONS

- 1) The definitions as listed in the Occupational Health and Safety Act 85/1993 and Construction Regulations of February 2014 shall apply unless otherwise stipulated.
- 2) Any reference to "The Contractor" includes – the Principal and Sub - Contractor unless otherwise stipulated.

2.5 Minimum Administrative Requirements

2.5.1 Notification of Intention to Commence Construction Work

- 1) The Contractor shall notify the Provincial Director of the Department of Labour in writing before construction work commences if required in the format of Annexure 2. A copy of this notification must be forwarded to the Client prior to the commencement of Construction work.

- 2) Copies of such notification can be obtained from any Department of Labour Office.

2.5.2 Assignment of Contractor's Responsible Persons to Supervise Health and Safety on Site.

- 1) The Contractor shall submit in the format of Annexure B, proof of all supervisory as well as any other relevant appointments as is required by the OHS Act and the Construction Regulations.
- 2) It is acknowledged that the Contractor may need to allocate more than one appointment to certain staff members. This practice may only take place if Safety, Health and Environmental Standards would not be negatively affected.
- 3) Should the Client or its representative deem such practice as having a negative affect on Safety, Health and Environmental Standards, then alternative arrangements will have to be made.
- 4) ***It is a specific requirement for this project that a competent Health and Safety Officer be appointed for the project on a full time basis for the duration of the Project.***

2.5.3 Competency of Contractor's Appointed Competent Persons

- 1) Contractors' competent persons for the various risk management portfolios shall fulfill the criteria as stipulated under the definition of "Competent Person" in accordance with the Construction Regulations of February 2014 and the Occupational Health and Safety Act, Act 85 of 1993.
- 2) The Client reserves the right to require levels of Competency, which exceeds the requirements as stipulated by the Act and or Construction Regulations.
- 3) In the event of the Client requiring additional levels of Competency, alternative arrangements will have to be made.

2.5.4 Compensation of Occupational Injuries and Diseases Act, Act 130 of 1993 (COID ACT)

- 1) The Contractor warrants that his and all his workmen are fully covered in terms of the COID, Act 130 of 1993 and that such cover shall remain in force for the duration of his contractual relationship with the Client or whilst working on the Clients premises or premises under the Clients control.
- 2) The Contractor will supply proof of such insurance cover to the Client with his/her tender submission.
- 3) The Contractor undertakes to ensure that all Sub-Contractors appointed by him/her will be fully covered in terms of the COID Act, Act 130 of 1993 and that such cover shall remain in force

for the duration of their contractual relationship with the Contractor

- 4) The Contractor must also ensure that he has additional insurance cover that will adequately make provisions for any losses and/or his employee's acts and/or omissions whilst working on the Clients premises or on premises under the client's control.

2.5.5 Occupational Health and Safety Policy

- 1) The Contractor shall submit a Health and Safety Policy signed by the Chief Executive Officer.
- 2) The Policy must outline objectives and how they will be achieved and implemented by the Company / Contractor.
- 3) A copy of such policy must be included in the Site Safety Plan and the Site Safety File.

2.5.6 Health and Safety Organogram

- 1) The Contractor shall submit an Organogram, outlining the Health and Safety Site Management Structure including the relevant appointments / competent persons.
- 2) In cases where appointments have not been made, the organogram shall reflect the intended persons to be appointed to such positions.
- 3) The organogram shall be updated when there are any changes in the Site Management Structure.

2.5.7 Preliminary Hazard Identification and Risk Analysis and Progress Hazard Identification and Risk Analysis

- 1) A Preliminary Hazard Identification and Risk Analysis was conducted and can be found in the format of Annexure D. This Hazard Identification and Risk Analysis was performed to make the Contractor aware of potential Hazards, which could be present on the site and may not be comprehensive.
- 2) The Contractor shall cause a Hazard Identification and Risk Analysis exercise to be performed by a Competent Person before commencement of construction work, and the assessed risks shall form part of the Construction phase Health and Safety Plan submitted for approval by the Client. The Risk Assessment must include:
 - a) A list of hazards identified as well as potentially hazardous tasks;
 - b) A documented risk assessment based on the list of hazards and tasks;
 - c) A set of safe working procedures to eliminate, reduce and/or control the risks assessed;

- d) A monitoring and review procedure of the risks assessment as the risks change.
- 3) The Principal Contractor shall ensure that all Contractors are informed, instructed and trained by a Competent Person/s regarding hazards, risks and related safe work procedures before any work commences and thereafter at regular intervals as the risks change and as new risks develop.
- 4) The Contractor shall be responsible for ensuring that all persons who could be negatively affected by its operations are informed and trained according to the hazards and risks and are conversant with the Safe Work Procedures, control measures and other related rules (tool box talk strategy to be implemented and so on).
- 5) Should the Client or its duly appointed Representative identify alternative hazardous activities performed by the Contractor or its Sub-Contractors on site for which a Risk Assessment was not performed then the contractor will be required to perform such an exercise before continuing such work.

2.5.8 Health and Safety Representative(s)

- 1) The Contractors shall ensure that Health and Safety Representative(s) are appointed under consultation and trained to carry out their functions.
- 2) The appointments must be in writing and the Health and Safety Representative shall carry out regular inspections, keep records and report all findings to the Responsible Person forthwith and at Health and Safety meetings.

2.5.9 Health and Safety Committees

The Principal Contractor shall ensure that project Health, Safety and Environmental meetings are held monthly or as deemed necessary by the project requirements.

- 1) Minutes must be kept on record and filled in the Site Health and Safety File.
- 2) Meetings must be organized and chaired by the Principal Contractors' Responsible Person.

2.5.10 Health and Safety Training

2.5.10.1 Induction

- 1) The Principal Contractor shall ensure that all site personnel undergo a site-specific Health and Safety Induction Training Session before starting work. A record of attendance shall be kept in the Health and

Safety file. **A suitable venue must be supplied to provide this training.**

- 2) All visitors to the site must also be subjected to site-specific induction training highlighting items such as steps to follow in the event of an emergency, restricted areas and so on.

2.5.10.2 Awareness

The Principal Contractor shall ensure that, on site, periodic toolbox talks take place daily. These talks should deal with risks relevant to the construction work at hand. A record of attendance shall be kept in the Health and Safety File. All Contractors have to comply with these minimum requirements.

2.5.10.3 Competency

- 1) All competent persons shall have the knowledge, experience, training, and qualifications specific to the work they have been appointed to supervise, control, and carry out.
- 2) The abovementioned competency requirements will be assessed on a regular basis by the Client, by means of Audits, Progress Meetings, and any other means deemed fit by the Client.
- 3) The Principal Contractor is responsible to ensure that competent Contractors are appointed to carry out construction work and records should be kept of criteria used to determine competency.
- 4) The Client reserves the right to require competencies which may exceed the Contractors standards in which case alternative arrangements will have to be made to meet the Clients requirements.

2.5.11 General Record Keeping

- 1) The Contractors shall keep and maintain Health and Safety records to demonstrate compliance with this Specification, with the OHS Act 85/1993; and with the Construction Regulations of February 2014.
- 2) The Contractor shall ensure that all records of incidents/accidents, training, inspections, audits, and so on are kept in a Health and Safety file held in the Site Office.
- 3) The Principal Contractor must ensure that every Contractor opens his/her own Health and Safety file, maintains the file and makes it available on request by any duly authorized person.

2.5.12 Health and Safety Audits, Monitoring and Reporting

- 1) The Client shall conduct monthly Health and Safety audits of the work operations including a full audit of physical site activities as well as an audit of the administration of Health and Safety.
- 2) The Principal contractor is obligated to conduct similar audits on all Contractors appointed by him/her.
- 3) Detailed reports of the audit findings and resultant corrective measures shall be reported on at all levels of project management meetings/forums.
- 4) Copies of the Clients audit reports will be forwarded to the Contractor and must be kept in the Site Health and Safety File.
- 5) The Principal Contractor must audit the activities and administration of all appointed Sub-Contractors, forward a copy to the Client or its representative within seven days of completion of the audit and file a copy on the Site Safety File.

2.5.13 Emergency Procedures/Plans

- 1) The Principal Contractor shall submit a detailed Emergency Procedure/Plan for approval by the Client prior to commencement of work on site. The procedure shall detail the response plan/s including the following key elements:
 - List of key competent personnel;
 - Details of emergency services;
 - Actions or steps to be taken in the event of the specific types of emergencies;
 - Information on hazardous material/situations.
- 2) Emergency Procedures/Plans shall include, but shall not be limited to, fire, spills, use of hazardous substances, bomb threats, major incidents/accidents major and minor and any other anticipated emergencies.
- 3) The Principal Contractor shall advise the Client in writing forthwith, of any emergencies, together with a record of action taken. A contact list of all service providers (Fire Department, Ambulance, Police, Medical and Hospital, etc) must be maintained and be available to site personnel.
- 4) Emergency procedures/Plans must be developed by a competent person such as a Safety, Health and Environmental Officer or in the absence of a Safety, Health and Environmental Officer by the Construction Work Supervisor.
- 5) Emergency Procedures/Plans must form part of the Agenda of monthly safety meetings as the Procedures/Plans would have to be revisited on a continuous basis due to the changing environment on construction sites.

2.5.14 First Aid Boxes and First Aid Equipment

- 1) All Contractors shall appoint in writing First Aider(s) in terms of legislative requirements.
- 2) The appointed First Aider(s) must be sent for accredited first aid training should they not have received such training prior to commencement of work on site.
- 3) Valid certificates to be kept on site in the Site Safety File.
- 4) The Principal Contractor shall provide an on-site First Aid Station with first aid facilities, where required, including first aid boxes adequately stocked at all times.
- 5) All Contractors with more than 5 employees shall supply their own first aid box
- 6) In the event of hazards chemical substances being present on site, first aiders must be trained to address any incidents of accidental exposure and their first aid kits stocked accordingly

2.5.15 Accident / Incident Reporting and Investigation

- 1) Injuries are to be categorized into the following categories:
 - 1) first aid;
 - 2) medical;
 - 3) disabling; and
 - 4) fatal injuries.
- 2) All Contractors have to report on the 4 categories of injuries to the Principal Contractor as soon as is reasonably practicable.
- 3) The Principal Contractor must stipulate in his/her construction phase Health and Safety plan how he/she will handle each of these categories.
- 4) When reporting injuries to the Client, these categories shall be used.
- 5) All injuries will be investigated by the Principal Contractors or his/her Competent Person, with a report being forwarded to the Client forthwith.
- 6) The Principal Contractor must report all injuries to the Client in the form of a detailed injury report at least monthly.

- 7) All incidents taking place in terms of Section 24 of the Act must be reported in the prescribed period and manner to the Department of Labour.
- 8) Copies of Section 24 reports, including WCL 1 & 2 forms must be forwarded to the Client immediately after completion.

2.5.16 Hazards and Potential Situations

- 1) The Principal Contractor shall immediately notify other Contractors as well as the Client of any hazardous or potentially hazardous situations that may arise during performance of construction activities.
- 2) Should a hazardous situation require work stoppages the work must be stopped and corrective steps taken such as Written Safe Work Procedures and issuing of Personal Protective Equipment.

2.5.17 Personal Protective Equipment (PPE) and Clothing

- 1) The Contractor shall ensure that all workers are issued and wear Hard Hats, Safety Boots/Shoes and Overalls.
- 2) The Contractor and all Contractors shall make provision and keep adequate quantities of SABS approved PPE on site at all times.
- 3) The Contractor shall clearly outline procedures to be taken when PPE or Clothing is:
 - Lost or stolen;
 - Worn out or damaged.
- 4) The above procedure applies to Contractors and their Sub-Contractors.
- 5) The Contractor must ensure that no person enters the Site without the required Personal Protective Equipment.
- 6) Visitors to the Site must be provided with the required PPE such as Hard Hats, Earmuffs and Eye Protection.
- 7) Records of all PPE issued to staff must be kept on site in the Site Safety File.
- 8) Employees are to be made conversant with the purpose of PPE and where and when it is required to be used by the employee.
- 9) Safety belts are not to be allowed on site due to its associated potential of injury to the user; only double lanyard safety harnesses are permitted.

- 11) Suitable eye protection must at all times be worn by the worker when performing grinding, chipping, chasing and other associated activities.
- 12) In the event that onlookers may be struck by flying objects as a result of work being performed, suitable screens must be erected.
- 13) Any person performing welding or brazing work will wear suitable eye protection, gloves, aprons, and spats. Suitable screens are to be provided to protect onlookers from the harmful rays associated with such activities.
- 14) Where employees are required to work with corrosive liquids, suitable eye protection, gloves and acid resistant overalls must be provided.
- 15) Ear protection must be worn in designated noise zone (in excess of 85dB)
- 16) Suitable respirators must be provided to all employees and visitors required working in or entering areas where toxic vapors could be present.
- 17) All staff working in an elevated position (2m or higher) or where the potential exists that such person may fall must be provided with a suitably secured safety harness.
- 18) Any person refusing to wear personal Protective Equipment must be instructed to wear such equipment and in the event of such person refusing to wear such equipment he/she must be removed from the premises.

2.5.18 Occupational Health and Safety OHS Signage

- 1) The Contractor shall provide adequate on-site OHS signage including but not limited to: "no unauthorized entry", "report to site office", "site office", "beware of overhead work", "hard hat area".
- 2) Signage shall be posted up at all entrances to the site as well as on site in strategic locations e.g. access routes, stairways, entrances to structures and buildings, scaffolding, and other potential risk areas/operations.
- 3) In the event where work is being performed on a premises displaying signage such as no-parking, speed limits and so on, the Contractor will abide by the requirements of such signage except if otherwise instructed.

2.5.19 Permits

- 1) The Contractor shall draft and implement where required permits which may include the following:

- Use of Explosives and Blasting;
 - Work for which a fall prevention plan is required;
 - Use of cradles, and
 - Electrical work
 - Hot works
- 2) The Contractor will ensure that where permits are required that it is used and adhered to.

2.6 Physical Requirements

2.6.1 Demolition Work

- 1) Prior to any demolition work being carried out, the Principal Contractor shall submit a safe working procedure and a detailed engineering survey for approval by the Client.
- 2) Such Safe Work Procedures' must where possible be submitted with the Site SHE Plan
- 3) Acceptance will then be issued to the Principal Contractor to proceed with the demolition work.
- 4) The Principal Contractor shall ensure that demolition work complies with the Construction Regulations of February 2014.
- 5) In the event where a structure identified for demolition includes substances such as lead or asbestos it must be performed within the requirements of the applicable legislative.

2.6.2 Excavations, Shoring, Dewatering or Drainage

- 1) All excavation work must be performed under the supervision of a Competent Person as specified in Annexure B of this document and the Construction Regulations of July 2003.
- 2) Adequate Shoring and Bracing must be provided where required to ensure that the health and safety of the employees working in such excavations are not put at risk.
- 3) Adequate provisions must be made to ensure that water is drained from excavations which may enter such excavations as a result of seepage or rain.
- 4) All excavation made by the Contractor must be clearly demarcated and protected to prevent accidental access.
- 5) Barricading tape may only be used to make solid barricading more visible and may not be used as a means of barricading.
- 6) In addition to the abovementioned the requirements of Regulation 11 of the Construction Regulations of July 2003 must be adhered to.

2.6.3 Edge Protection .

- 1) All open edges posing the risk of resulting in injuries or damage to equipment must be adequately guarded fenced or barricaded or other similar suitable means used to prevent injuries or damage to equipment.
- 2) Barricading tape is not deemed to be suitable and may only be used in addition to other suitable means as indicated above.

2.6.4 Explosives and Blasting

- 1) All explosives must be transported or stored according to the requirements of SANS 0228.
- 2) Written approval must be obtained from the Chief Inspector Occupational, Health and Safety prior to any blasting activities taking place.
- 3) A copy of such permission from the Chief Inspector Occupational, Health and Safety must be supplied to the client prior to Blasting.
- 4) Prior to blasting a siren must be sounded, warning flags posted and guards placed at strategic locations points to prevent accidental entry to the blasting area.

2.6.5 Stacking of Materials

- 1) Stacking and storage of materials must be performed under the Supervision of a Competent Person whom has been appointed in writing as required by Annexure B.
- 2) Storage areas must be designated, kept neat and under control. In addition to the abovementioned the requirements of General Safety Regulations as promulgated by Government Notice No R1031 dated 30 May 1986 as amended must be complied with.
- 3) In the event that unauthorized persons may enter an area where materials are stacked such area must be barricaded off to prevent access to such area.

2.6.6 Speed Restrictions and Protections

- 1) Unless otherwise stipulated the speed limit on site to be adhered to is 10 Km/h.
- 2) Vehicle movement routes on site must be clearly indicated where applicable.
- 3) Signage to ensure the safe movement of vehicles on site as well as to ensure the health and safety of all employees and visitors on site must be displayed in strategic locations.

2.6.7 Hazardous Chemical Substances (HCS)

- 1) All employees required to use Hazardous Chemical Substances or products containing Hazardous Chemical Substances must be adequately and comprehensively trained with regard to the requirements of the Hazardous Chemical Substances Regulations as amended in Government Gazette No 25130 of June 2003, the potential sources of exposure and the potential risks to their health caused by exposure.
- 2) In addition to the abovementioned, Material Safety Data Sheets must be kept on site for all materials, which may contain hazardous chemical substances.

2.6.8 Asbestos

- 1) Asbestos work may only be performed subject to prior notification of the Provincial Director, Occupational Health and Safety, Department of Labour, in writing.
- 2) Proof of such notification must be supplied to the Client prior to work proceeding.
- 3) All asbestos work shall be carried out as per the Asbestos Regulations by an approved Asbestos Contractor.
- 4) All employees must be informed and receive training on aspects such as the contents and scope of the Asbestos Regulations as published in Government Gazette 23108 of February 2002, the potential risks of exposure to asbestos, precautionary measures employees have to take and all other requirements deemed necessary to provide a safe and healthy environment for all employees as specified by the Asbestos Regulations as indicated above.
- 5) All asbestos will be removed from site by an approved asbestos contractor to an approved asbestos dump site.

2.7 Plant and Machinery

2.7.1 Construction Plant

- 1) All Construction Plant must comply with and be used in conjunction with the requirements of Section 23 of the Construction Regulations and in specific that all records of inspections rendering such plant safe must be kept on site.
- 2) Operators will be competent and trained and copies of training certificates shall be placed on the health and safety file on site.
- 3) Operators shall be in possession of medical certificate declaring that they are physically and psychologically fit to operate such construction vehicle and plant and copy of medical certificate shall be on the file.

- 4) Original operating and medical certificates shall be kept by the operators and shall be on site in-possession of the operators at all times.

2.7.2 Vessels under Pressure (VUP)

The Principal Contractor and all relevant Contractors shall comply with the Vessels under Pressure Regulations, including:

- Providing competency and awareness training to the operators;
- Providing PPE or clothing;
- Inspecting equipment regularly and keeping records of inspections;
- Providing appropriate fire fighting equipment.

2.7.3 Fire Extinguishers and Fire Fighting Equipment

- 1) The Principal Contractor and Sub Contractors shall provide or ensure adequate provision of regularly serviced fire fighting equipment located at strategic points on site, specific to the classes of fire likely to occur.
- 2) The appropriate notices and signs must be posted up as required.
- 3) Contractors may not utilize fire protection equipment belonging to the client without prior consent.

2.7.4 Hired Plant and Machinery

- 1) The Contractor shall ensure that any hired plant and machinery used on site is safe for use.
- 2) The requirements as stipulated by the OHS Act 85/1993 and Construction Regulations of February 2014 shall apply.
- 3) The Principal Contractor shall ensure that operators hired with machinery are competent and that certificates are kept on site in the Site Health and Safety File. All relevant Contractors must ensure the same.

2.7.5 Scaffolding / Working at Heights

- 1) Working at heights includes any work that takes place in an elevated position in excess of 2m.
- 2) The Contractor must submit a risk-specific fall prevention plan and include a rescue plan in accordance with the Construction Regulations of February 2014 before this work is undertaken.
- 3) The fall prevention plan must be approved by the Client before work may commence.

2.7.6 Formwork and Support Work for Structures

- 1) The Principal Contractor shall ensure that the provisions of Section 10 of the Construction Regulations of February 2014 are adhered to.
- 2) These provisions must include but not be limited to ensuring that all equipment used is examined for suitability before use; that all Formwork and Support Work is inspected by a competent person immediately before, during and after placement of concrete or any other imposed load and thereafter on a daily basis until the Formwork and Support Work has been removed.
- 3) Records of all inspections must be kept in a register on site.

2.7.7 Lifting Machines and Tackle

- 1) The Contractor shall ensure that lifting machinery and tackle is inspected before use and thereafter in accordance with the Driven Machinery Regulations and the Construction Regulations (Section 20).
- 2) There must be a competent appointed lifting Machinery and Tackle Inspector on site who must inspect the equipment daily or before use, taking into account that:
 - All lifting machinery and tackle has a safe working load clearly indicated;
 - Regular inspection and servicing is carried out;
 - Records are kept of inspections and of service certificates;
 - There is proper supervision in terms of guiding the loads that includes a trained banksman to direct lifting operations and check lifting tackle;
 - The tower crane bases have been approved by an engineer;
 - The operators are competent as well as physically and psychologically fit to work and be in possession of a medical certificate of fitness which must be available on site.

2.7.8 Ladders and Ladder Work

- 1) The Contractor shall ensure that all ladders are inspected at least monthly, are in a good safe working order, are the correct height for the task, extend at least 1m above the landing, fastened and secured, and at a safe angle.
- 2) Records of inspections must be kept in a register on site.

2.7.9 General Machinery

The Contractor shall ensure compliance with the Driven Machinery Regulations, which include inspecting machinery regularly, appointing a competent person to inspect and ensure

maintenance, issuing PPE or clothing, and training those who use machinery.

2.7.10 Portable Electrical Tools and Explosive Powered Tools

- 1) The Contractor shall ensure that use and storage of all explosive powered tools and portable electrical tools are in compliance with relevant legislation.
- 2) The Contractor shall ensure that all electrical tools, electrical distribution boards, extension leads, and plugs are kept in a safe working order.
- 3) The Contractor shall apply the following:
 - A competent person undertakes routine inspections and records are kept.
 - Only authorized trained persons use the tools.
 - The safe working procedures apply.
 - Awareness training is carried out and compliance is enforced at all times.
 - PPE and clothing is provided and maintained.
 - A register indicating the issue and return of all explosive rounds is implemented and maintained, and
 - That signs are posted up in the areas where explosive powered tools are being used.

2.7.11 High Voltage Electrical Equipment

- 1) All contractors must be made aware of the presence and location of High Voltage Equipment such as underground cables and overhead lines, and that the necessary precautionary steps are taken where work has to be executed in the vicinity of such equipment.
- 2) Precautionary measures such as Isolation and Lock-Out of electrical systems or the use of electrically isolated tools must be used.

2.7.12 Public and Site Visitor Health and Safety

- 1) The Contractor shall ensure that every person working on or visiting the site, as well as the public in general, shall be made aware of the dangers likely to arise from site activities, including the precautions to be taken to avoid or minimize those dangers.
- 2) Appropriate Health and Safety Notices and signs shall be posted up, but shall not be the only measure taken.

2.7.13 Night Work

The Contractors must ensure that adequate lighting is provided to allow for work to be carried out safely.

2.7.14 Transportation of Workers

- 1) The Contractor and shall not:
 - Transport persons together with goods or tools unless there is an appropriate area or section to store such goods.
 - Transport persons on the back of trucks except if a proper canopy (properly covering the sides and top) has been provided with suitable seating areas.
 - Permit workers to stand or sit on the edge of the transporting vehicle.
 - Transport workers in LDV's unless they are closed/covered and have the correct number of seats for the passengers.
- 2) No driver will transport more than six people on the back of a 1 Ton LDV and more than four passengers on the back of a ½ Ton LDV.
- 3) The driver of any LDV will not permit more than 2 passengers to occupy the cab of any single cab LDV and 4 passengers of any double cab LDV.
- 4) All vehicles operated on the site will in all aspects comply with the requirements of the Road Traffic Ordinance Act
- 5) Drivers of such vehicles will have a valid license for the code of vehicle being driven by them.
- 6) No servicing of vehicles will be permitted on a Construction Site, which is occupied by staff working for the Client.
- 7) Servicing or repairs of vehicles on site may only take place if such activities are performed with the necessary procedures in place to prevent any harmful effects to the environment.
- 8) All waste generated from servicing vehicles must be disposed off in accordance with relevant Environmental legislation.
- 9) In the event where Earth Moving Equipment is present on site the following must be adhered to:
 - Drivers of vehicles must be instructed to avoid parking behind earth moving vehicles to ensure that their vehicles are visible to the operator of earth moving vehicles.
 - Right of way must be afforded to earth moving machinery at all times.
 - Vehicles must only be permitted to park where possible in designated areas

2.8 Occupational Health and Environmental Management.

2.8.1 Occupational Hygiene

- 1) Exposure of workers to occupational health hazards and risks is very common in any work environment, especially in construction.
- 2) Occupational exposure is a major problem and all Contractors must ensure that proper health and hygiene measures are put in place to prevent exposure to these hazards.
- 3) Contractors must prevent inhalation, ingestion, absorption, and noise induction.
- 4) Site-specific health risks are tabled in Annexure D such as cement -dust, wood-dust, noise and so on but is not limited to these items.
- 5) Water to be utilized for drinking purposes may only be drawn from taps designated for drinking water purposes. Fire hydrants and fire hose reels may not be utilized for drinking water purposes.
- 6) In the event where staff is required to be away from home due to the work they have to perform on behalf of the Contractor, the Contractor will provide suitable clean dry and hygienic accommodation, the cost thereof shall be borne by the Contractor.

2.8.2 Environmental Management

- 1) The Contractor shall take all precautionary steps to prevent any pollution of the Environment.
- 2) Any material, which may pose a harmful effect when disposed of by normal means, must be disposed of in an appropriate manner to eliminate its harmful effect on the environment after disposal.
- 3) The Contractor will ensure that adequate procedures are implemented and maintained to ensure that all waste generated including asbestos waste is placed in suitable receptacles and removed from the site promptly.
- 4) Plans to deal with spillages must be in place and maintained.
- 5) No waste materials liquid or solid may be disposed of in drains.
- 6) No burning of waste material may take place where such material being burned may result in pollution of the air or give off toxic vapors which could be harmful to the health of employees or any other person present on site.

2.8.3 Welfare Facilities

- 1) Contractors will supply sufficient toilets (1 toilet per 30 workers). Toilets will be so positioned that it is in close proximity of the

workers. If more toilets are required contractors must make provision for this.

- 2) Showers (1 for every 15 workers).
- 3) Changing facilities.
- 4) Hand washing facilities, soap, toilet paper, and hand drying materials.
- 5) Waste bins must be strategically placed and emptied regularly.
- 6) Safe, clean storage areas must be provided for workers to store personal belongings and personal protective equipment.
- 7) Workers must not be exposed to hazardous materials/substances while eating and must be provided with sheltered eating areas.

2.8.4 Alcohol and other Drugs

- 1) No alcohol and other drugs will be allowed on site without the express permission of the Principal Contractor.
- 2) No person may be under the influence of alcohol or any other drugs while on the construction site.
- 3) Any person on prescription drugs must inform his/her Employer, who shall in turn report this to the Principal Contractor forthwith.
- 4) Any person suffering from any illness/condition that may have a negative effect on his/her safety performance must report this to his/her Employer, who in turn must report this to the Principal Contractor forthwith.
- 5) Any person suspected of being under the influence of alcohol or other drugs must be sent home immediately, to report back the next day for a preliminary inquiry. A full disciplinary procedure must be followed by the Contractor concerned and a copy of the disciplinary action must be forwarded to the Principal Contractor for his records.

2.9 Electrical fencing.

- 1) Contractor must comply with sect 12, 13 and 14 of the Electrical Machinery Regulations.

ANNEUXRE A

The Contractor must submit proof of compliance with Annexure A with the construction phase H&S plan where applicable.

HSS Item No.	Requirement	OHS Act Requirement	Submission Date
2.3.1	Notification of Intention to Commence Construction/Building Work	Complete Annexure 2 (Construction Regulations)	Before commencement on site
2.3.2	Assignment of Responsible Persons	All relevant appointments as per OHS Act, Con Regs and Annexure B	Together with SHE Plan
2.3.3	Competence of Responsible Persons	Client Requirement & OHS Act	Together with SHE Plan
2.3.4	Compensation of Occupational Injuries and Diseases Act (COIDA) 130 of 1993	Construction Reg and Client Requirement	Together with SHE Plan
2.3.5	Occupational Health and Safety Policy	OHS Act	Together with SHE Plan
2.3.6	Health and Safety Organogram	Client Requirement	Together with SHE Plan
2.3.7	Initial Hazard Identification and Risk Assessment	Construction Regs.	Together with SHE Plan

ANNEXURE B

The Principal Contractor shall make the following appointments according to the initial risk assessment or as deemed necessary: (further appointments could become necessary as the project progresses)

Appointment	OHS Reference	Requirement abbreviated
CEO Assignee	Section 16(2)	A competent person to assist with the on-site H&S, overall responsibility – Contractor's Responsible Person
Construction Manager	CR 8(1)	A competent person(s) to supervise and be responsible of Health & Safety related issues on site. The person is appointed to assist the CEO with his/her overall duties.
Construction Work Supervisor	CR 8(7)	A competent person(s) to supervise and be responsible of Health & Safety related issues on site. The person is appointed to assist the CEO with his/her overall duties.
Subordinate Construction Work Supervisors	CR 8(8)	A competent person to assist with daily supervision of construction work. The person assists the Construction Work Supervisor.
Health and Safety Officer	CR 8(5)	A competent Health and Safety officer in the control of all safety related aspects on site for the duration of the repair phase of this project.
Health & Safety	Section 17	A competent person(s) to inspect H&S in reference to plant, machinery and Health & Safety of persons in the workplace.
Health & Safety Committee Member(s)	Section 19	A competent person(s) representing the employer to assist with the on site Health & Safety matters.
Incident /Accident Investigator	GAR 8	A competent person(s) to investigate incidents/accidents on site and could be: <ul style="list-style-type: none"> • The employer • H&S Representative • Designated person • Members of the H&S Committee
Risk Assessment Co-ordinator	CR 9	A competent person(s) to co-ordinate all risk assessments on behalf of the Principal Contractor. The same applies to Contractors.
Fall Protection Plan Co-ordinator	CR 10	A competent person(s) to prepare & amend the fall protection plan.
First Aiders	GSR 3	A qualified person(s) to address all on site first aid cases.
Lifting Machine & Equipment inspector	DMR 18	A competent person(s) to inspect lifting machines, equipment & tackle.
Scaffolding Erector	CR 16.1	A competent person(s) to erect scaffolding
Scaffolding Inspector	CR 16.2	A competent person(s) to inspect scaffolding before use and every time after bad weather etc
Temporary Works	CR 12	A competent person(s) to inspect formwork & support work

Excavation Inspector	CR 13	A competent person(s) to inspect excavation work and ensure that approved safe working procedures, are followed at all times
Ladder Inspector	GSR 13A	A competent person(s) to inspect monthly and ensure they are safe for use, keeping monthly record
Stacking Supervisor	CR 28	A competent person(s) to supervise all stacking and storage operations
Demolition Supervisor	CR 14(1)	A competent person(s) to supervise all demolition work
Explosive Powered Tools Inspector/Supervisor	CR 21	A competent person(s) to inspect & clean the tool daily and controlling all operations thereof.
Temporary Electrical Installations Supervisor	CR 24	A competent person(s) to control all temporary electrical installations.
Construction vehicles and Mobile Plant Supervisor.	CR 23(1)(k)	A competent person to inspect vehicles and plant on a daily basis prior to use and record such finding in register.
Fire-Fighting Equipment Inspector	CR 29	A competent person(s) to inspect fire-fighting equipment with required training certificate.

OTHER REQUIREMENTS

ANNEXURE C

The Principal Contractor shall comply but not be limited to the following requirements: report on these to the Client at progress meetings or at least monthly which ever is sooner.

What	When	Output	Accepted by Client & date
Induction training	Every worker before he/she starts work.	Attendance registers	
Awareness Training (Tool Box Talks)	At least weekly	Attendance registers	
Health & Safety Reports	Monthly	Report covering: <ul style="list-style-type: none"> Incidents/accidents and investigations Non conformances by employees & External H&S audit reports 	
Emergency procedures	Ongoing evaluation of procedure	Table procedure in writing as well as tel. Numbers	
Risk assessment	Continuous	Documented risk assessment	
Safe work procedures	Drawn up before workers are exposed to new risks	Documented set of safe work procedures (method statements) updated and signed off.	
General Inspections	Weekly & daily	Report OHS Act compliance: <ul style="list-style-type: none"> Scaffolding Excavations Formwork & support work Explosive tools 	
General Inspections	Monthly	<ul style="list-style-type: none"> Fire fighting equipment Portable electrical equipment Ladders Lifting equipment/slings 	

What	When	Output	Accepted by Client & date
List of Contractors	List to be updated weekly	Table list, number of workers and Company tel. Numbers	
Workman's Compensation	Ongoing	Table a list of Contractors' Workman's Compensation proof of good standing	
Construction site rules & Section 37.2 Mandatory Agreement	Ongoing	Table a report of all signed up Mandatory's	

ANNEXURE D

Project/site Specific Requirements

The following is a list of activities and considerations that have been identified for the project and site and for which the Risk Assessment, Standard Working Procedures (SWP), management and control measures and Method Statements (where necessary) have to be developed by the Principal Contractor.

- Demolition work
- Creating openings in walls
- Preparation of paint surfaces
- Painting of walls
- Working with cement products
- Dust
- Metal/Steel work
- Exposure to noise
- Establishment of site office
- Locating of existing services
- Loading and offloading of trucks
- Aggregate/sand and other material delivery
- Protection against dehydration and heat exhaustion
- Manual and mechanical handling
- Lifting and lowering operations:
- Use of Potable electrical Equipment
 - Angle grinder
 - Electric Drilling Machine
 - Skill Saw
- Use and storage of flammable liquids and other Hazardous substances
- Site works
- Excavations
- Electrical installation work
- Mechanical works
- Working in the vicinity of the public, inmates (prisoners) and staff of the client
- Working at heights
- Working with construction machinery and plant
- Persons working in close vicinity of construction machinery and plant.
- Working with asbestos products i.e. gutters, down pipes, insulation etc.
- Hot works i.e. Welding, flame cutting etc.

NOTE:

The above list is by no means exhaustive and should not be limited to these activities but must cover all activities that forms part of the said construction

work. Each activity must be split down to individual tasks and all associated hazards identified and listed in the risk assessment. This ensures that the critical tasks and subsequent critical hazards are not missed.

NB:-

Although some of the work related to health and safety work is mentioned /noted in certain measured items in the bill of quantities it is still the contractor's responsibility to allow in his tender price for all work related to health and safety and the requirements as per this Health and Safety Specification



COVID-19 GUIDELINES FOR MANAGEMENT OF RISK ON CONSTRUCTION SITES

SITE DEGREE OF RISK

BUILDING AND PROJECT TYPE	SITE SET-UP AND STAFF WELFARE	CONSTRUCTION STAGE
<p>Lower Risk</p> <p>Industrial, Logistical, Roads and Bridge Construction</p> <p>Medium Risk</p> <p>Residential Accommodation</p> <p>High Risk</p> <p>Healthcare facilities, Correctional Centers, Military Bases, Police Stations, Magistrates Offices</p>	<p>For most, but not all project construction stage risk may be as follows:</p> <p>Lower Risk</p> <ul style="list-style-type: none"> Excavation and groundworks Foundations and Piling <p>Medium Risk</p> <ul style="list-style-type: none"> Basement and Substructure Structural Frame Roofing Interior First Fix Interior Second Fix <p>High Risk</p> <ul style="list-style-type: none"> Cladding and Glazing M+E and Lifts Interior First Fix Interior Second Fix <p>GUIDLINE</p> <p>For each construction contract there will be different levels of risk and it will be critical to evaluate the specific risks of each individual project.</p>	<p>For most but not all sites, set-up risk may be as follows:</p> <p>Lower Risk</p> <ul style="list-style-type: none"> Large Sites <p>Medium Risk</p> <ul style="list-style-type: none"> Site and management offices <p>High Risk</p> <ul style="list-style-type: none"> Scaffolding Travel to and from site and access to site Horizontal walkways and vertical access Staff changing and locker rooms Showers and toilets Confined Spaces Confined Sites <p>GUIDLINE</p> <p>For each construction site there will be different levels of risk and it will be critical to evaluate the specific risk of each individual project.</p>

RISK MITIGATION PLAN

DESCRIPTION	MITIGATION PLAN/ACTION	RESPONSIBILITY
<p>Demographics of Labour:</p> <ul style="list-style-type: none"> Inadequate procedures in place to identify potential infected employees and workers Manage the exposure to COVID-19 on the project, including visitors and suppliers <p>Origin of labour and transportation Need to minimize the risk of exposure to virus whilst in transport</p>	<p>Contractor is to maintain a register of all employees and workers on the project, including Sub-Contractors (inclusive of employees and workers) and Professional Team, keeping records of the following information as a minimum (Note: the NIOH document that is currently available):</p> <ul style="list-style-type: none"> Name Age of employee/visitor Contact Details Health status Socio-economic status/unskilled labour (work force) Accommodation arrangements (work force) On site transportation: Where on site transportation is done, a policy needs to be available for how such transportation will be made safe and limit any opportunity for cross infection. If possible the Principal Contractor should provide their own transportation of work force. (Where not possible, use of public transport can be considered to comply to transport limitations) Parking areas: Private and public vehicles are required to park outside of the construction site Support staff for professional service providers are to work from office location or from home Education and information: Information boards are required at entrance of sites and within Site Offices with information on the virus and precautions to be taken during working hours and traveling. Social Distancing: <ul style="list-style-type: none"> On site: As far as possible, work activities must be so arranged that social distance is kept to a minimum of 2 metre. Site office: seating arrangements must be of such that social distancing for roll players is kept to a minimum of 1 metre, ie; 'ONE CHAIR, SKIP CHAIR, ONE CHAIR, SKIP CHAIR'. Roll players must be limited to Professional Team and principal contractor. Facial Masks must be worn at all times by all roll players. Contractor work force when on site and transportation to and from site, where hand gloves can be used, they should be worn at all times to minimize touching of possible contaminated surfaces and injury. 	<p>CONTRACTOR</p> <p>CONTRACTOR AND PROFESSIONAL TEAM</p>

RISK DESCRIPTION	MITIGATION PLAN/ACTION	RESPONSIBILITY
<p>Public transportation across boarders/towns/cities</p> <p>Where a return to work will necessitate travel between Provinces and cities for employees and workers to return to the project, The Principal Contractor and Sub-Contractors are to have in place procedures for or provision of transport for the return of workers to minimize the risk of exposure to the virus whilst in transit.</p>	<p>The contractor to source/recommend a transport service provider that complies with all travel restrictions and requirements as gazetted by the government, inter alia:</p> <ul style="list-style-type: none"> • Maximum occupancy of vehicles to allow for social distancing • Vehicles sanitized before passengers board • Passengers provided with Face Masks and hand sanitizers provided within vehicles for passengers sanitization before boarding and after returning from vehicles for comfort breaks • Regular testing of body temperature • Adequate number of vehicles to be provided to comply with the maximum occupancy • Principal Contractor to put in place procedures for sanitization of personal belongings and luggage of work force on arrival at final destination • Permits to be provided per vehicle and per passenger from Authorising Authority 	<p>CONTRACTOR</p>
<p>Social Distancing:</p> <p>Construction site and facilities not set up in such a way that it will be possible as far as is practicable to maintain the required social distancing of 2 metres between persons when at work</p> <p>Risk:</p> <p>Manual labour for physical tasks and tasks that will not allow for social distancing;</p>	<p><u>Tasks that require more than 1 person to complete:</u></p> <ul style="list-style-type: none"> • Providing adequate supplies of suitable PPE such as face masks, task specific gloves, safety glasses, disposable/additional coveralls; • PPE used during multi-person activities to be exchanged immediately after the task is completed; • Sealed bins to be provided for disposable PPE such as masks, disposable coveralls, disposable gloves, etc; • Sealable bags provided to each person for keeping PPE requiring laundering, such as gloves and coveralls, and • Sanitizing/washing facilities provided for immediate sanitizing of hard hats, safety glasses, shoes, safety harnesses etc, on completion of multi-person tasks 	<p>CONTRACTOR</p>

RISK DESCRIPTION	MITIGATION PLAN/ACTION	RESPONSIBILITY
Site access by non-employees/security access Inadequate access control measures in places	<ul style="list-style-type: none"> • Stop all non-essential visitors • All employees and non-employees to be screened with non-contact thermometers (Thermal Thermometers); • Body temperature checks with thermometer upon employee's arrival and departure; • Introduce staggered start and finish times to reduce congestion and contact at all times; • Take body temperatures of anybody stepping on or off site; • Monitor site access points to enable social distancing; • Number of access points to be reduced to enable controlled monitoring; • Ensure disinfectants are in place for disinfecting of shoes on entering/leaving the site; • Provide hand sanitizer for all entering the site to sanitize hands; • Allow social distancing of 2 metres in queues for all entering the site; • Regular cleaning of common contact surfaces areas, eg; desks, telephones handsets, site office door handles, chairs, etc; • Drivers of suppliers of materials and goods and services must remain with their vehicles if load will allow it, if not, drivers are to wash hands before unloading goods and materials 	CONTRACTOR
Alcohol and Drug Testing Lack of safe testing procedures in place for alcohol and drug testing	<ul style="list-style-type: none"> • Alcohol testing may only be done using single use test units, and must be disposed of in the appropriate contaminated waste bins provided on site; • Drug testing will only be done by an occupational health facility either using urine or blood sampling; • A protocol will be drawn up by the Principal Contractor to manage this with the occupational health service being used. 	CONTRACTOR
RISK DESCRIPTION	MITIGATION PLAN/ACTION	RESPONSIBILITY
Medical Surveillance	<ul style="list-style-type: none"> • The normal requirements of pre-placement, periodic and exit medicals will remain, with the 	CONTRACTOR

No methodology in place as part of the normal requirements for pre-placement, periodic and exit medicals that includes factors related to COVID-19

Occupational health service providing a methodology of how they will be including factors relating to Covid-19. No lung functions or peak flows will be done until deemed safe to do so by the South African Thoracic Society.

- It is preferable that occupational health service providers use a cloud-based record keeping service to ensure easy tracking and tracing. Free apps such as Square 1 is such an example.
- Any person who contracts the virus may need to be reported to the Compensation Commissioner as an occupational disease where their work is to monitor and in contact with others. Such details are provided in the Compensation for Injuries and Diseases Act (COIDA).
- Isolation of workers who have a temperature or any symptoms, and removal to the closest facility for testing and treatment, through the numbers provided. The PC is to ensure their policy on this includes such information.
- Workers will be required to complete COVID-19 questionnaires prior to returning to site. Any worker with any symptoms is not to return to work, or notify the PC of same.

Ablution Facilities on Site

Unhygienic ablution facilities leading to poor hygiene

- Restrict the number of people using toilet facilities at any one time. e.g. use a welfare attendant;
- Hand washing facilities (soap and water, paper towel) to be available where possible, and if not, to provide hand sanitizer. Wash hands before and after using the facilities
- Induction training to educate to ensure all users are hand washing correctly;
- Enhance the cleaning regimes for toilet facilities particularly door handles, locks and the toilet flush handle. Flush toilets preferably 1:15 ratio unless increased cleaning regime present;
- Portable toilets should be avoided wherever possible, but where in use these should be cleaned and emptied more frequently. Portable toilets to be provided at a 1:10 ratio;
- Provide suitable and enough rubbish bins for hand towels with regular removal and disposal be cleaned and emptied more frequently;
- Introduce staggered start and finish times to reduce congestion and contact at all times;
- Consider increasing the number or size of facilities available on site if possible.

CONTRACTOR AND EMPLOYEES

RISK DESCRIPTION	MITIGATION PLAN/ACTION	RESPONSIBILITY
Waste Management for Covid-19 Waste Outdated waste management arrangements in place that leads to an	Waste management arrangements to be updated to include provision for the disposal of additional waste generated due to preventative measures implemented. All waste to be managed as hazardous waste. a. Disposal of any gloves, masks	CONTRACTOR

increased risk of the spread of Covid-19

The contractor shall dispose of all used gloves and masks as hazardous waste and provide sealable bags and containers for the safe disposal of this waste.

b. Paper towels

The contractor shall provide adequate supplies of paper towels on site. At points where these towels are provided lined waste bins to be placed in order to collect all used towels and then to be disposed of in hazardous waste.

c. Disinfectant solution

The contractor to provide adequate supplies of disinfectant on site where the use of water and soap for cleaning is not practical. If disinfectant dispensers are not refilled it should be disposed with other hazardous waste.

d. Wastewater

Wastewater at washing points, toilets, and bathrooms to be contained in a drainage system that prevent surface spills. If wastewater is contained in waste buckets it must be sealed when removed and disinfected after it is cleaned.

Site Meetings

Not limiting the number of employees at all activities to the minimum required to do the work in a safe manner.

Only necessary meeting participants should attend.

- Attendees should be two metres apart from each other.
- Rooms should be well ventilated / windows opened to allow fresh air circulation.
- Consider holding meetings in open areas where possible.
- Technological alternatives to be exploited for meeting
- Attendance if possible (Zoom, Skype, MS Teams).
- Training and awareness to address procedures and the importance of social distancing.
- Toolbox talks to be conducted outdoors when possible in order for persons to maintain social distancing. Where inclement weather does not allow for this, toolbox talks to be conducted with smaller groupings of workers in a sheltered area large enough to maintain social distancing.

CONTRACTOR

RISK DESCRIPTION	MITIGATION PLAN/ACTION	RESPONSIBILITY
Signage Conflicting messages/notices displayed on the site in contravention with current requirements to respond to Covid-19	The Principal Contractor is to review all current signs and notices displayed on site. The PC is to avoid conflicting messages/notices that have been in place prior to lockdown and review accordingly. a. Access rules The contractor shall install additional signage with site rules specific to the prevention of spreading the COVID-19 virus at the access control points of the site.	CONTRACTOR

b. Notices/Posters with protocols

Notices and posters shall be placed and installed to raise awareness and regarding protocols to be followed on site. These notices and posters shall be placed conspicuously at various points on the site including the following places:

- Entrance
- Site notice board
- Site Office
- Eating areas
- Next to toilets and bathrooms
- Hand washing stations
- Storerooms

Emergency Planning

Emergency plan not completed and undated in line with current Regulations of the National Disaster Management Act

An updated emergency plan is to be completed that is in line with the current Regulations of the National Disaster Management Act.

a. First aid

Extra gloves, and disinfectants are to be available, first aiders are to be issued with at least FFPT2 masks should they be required to respond

b. Evacuation plans

Evacuation plans should consider social distancing.

c. Isolation of potentially infected workers

The emergency plan is to consider how anyone who arrives on site and displays any of the symptoms, or has a raised temperature.

CONTRACTOR

RISK DESCRIPTION	MITIGATION PLAN/ACTION	RESPONSIBILITY
Welfare facilities Lack of procedures and arrangements for the provision of welfare facilities to prevent the spread of Covid-19 between employees on site	<p>The Principal Contractor shall adapt arrangements regarding the provision of welfare facilities to be in line with Government guidelines and requirements.</p> <p>a. Clean, storage for food and personal belongings</p> <p>The Principal Contractor to provide lockable storage for all employees on site, which shall be disinfected daily. Training and awareness to address procedures and the importance of good hygiene practice.</p> <p>b. No personal belongings to be kept on site</p> <p>Apart from extra clean personal clothing no other personal belongings allowed on site accept if kept</p>	CONTRACTOR AND EMPLOYEES

in locker provided by the Principal Contractor.

c. No communal drinking facilities (shared cups etc.)

The Principal Contractor to provide adequate supplies of bottled water to all employees on site.

Empty bottles to be disposed of as normal waste.

Training and awareness to address procedures and the importance of good hygiene practice.

d. Eating areas

The Principal Contractor is to limit the number of employees at all activities to the minimum. Stagger lunchbreaks and resting periods for work teams. Training and awareness to address procedures and the importance of good hygiene practice and social distancing.

- Workers are required to stay on site once they have entered it and not use local shops.
- Dedicated eating areas should be identified on site to reduce food waste and contamination.

Where catering is provided on site, it should provide pre-prepared and wrapped food only;

- Payments should be taken by contactless card wherever possible;
- Crockery, eating utensils, cups etc. should be disposable if supplied;
- Drinking water should be provided with enhanced cleaning measures of the tap mechanism introduced;
- Tables should be cleaned and disinfected between each use;
- All rubbish should be put straight in the bin and not left for someone else to clear up;
- All areas used for eating must be thoroughly cleaned at the end of each break and shift, including chairs, door handles, vending machines and payment devices.

RISK DESCRIPTION	MITIGATION PLAN/ACTION	RESPONSIBILITY
Consequence Management Inadequate processes and procedures in place for consequence management	<ul style="list-style-type: none">• When non-compliance activities are noted, that activity will be stopped. Should the remedial actions not take place the site will be shut down till the corrective actions have been implemented.• Employees that do not work according to the SSHSS and SSHSP must be disciplined according to the company's disciplinary codes and practices.• Supervisory employees on site must ensure compliance, and when non conformances are noted disciplinary actions should also be followed.• Principal Contractor's should note that they could be fined and even according to the Disaster Management Act, arrested.	CONTRACTOR

TEMPLATES REQUIRED FOR COVID-19 IMPLEMENTATION RISK COMPLIANCE AND FOR CONTINUATION OF WORK ON CONSTRUCTION SITES

Contents of Templates Required from Contractor

No.	Description	Page
1	Risk Rotation per activity on site	12
2	COVID-19 Work Place Preparation Procedure	14
3	Tracking Record Log	18
4	Training Schedule (Contractor Employees)	19
5	COVID-19 Policy	20
5	COVID-19 case reporting template	23

GENERAL NOTE TO CONTRACTORS

WITHIN THE "WORKPLACE PREPARATION PROCEDURE" THE CONTRACTORS ARE REQUIRED TO REPLACE THE HIGHLIGHTED TEXT IN 'RED'; "COMPANY" WITH THEIR 'COMPANY NAME'.

RISK ROTATION PER ACTIVITY: CONTRACTORS ARE TO PROVIDE WITHIN THE DOCUMENTS ON PAGES 12 AND 13, THE TOTAL REQUIRED NUMBER OF WORK FORCE REQUIRED PER ACTIVITY (DOUBLE CLICK WITHIN THE DOCUMENT TO OPE THE EXCEL SPREAD SHEET TO EDIT THE AREA LABLED "TOTAL REQUIRED WORK FORCE" AND ENTER THE NUMBER REQUIRED PER ACCTIVITY)

DETERMINATION OF RISK PER ACTIVITY (DOUBLE CLICK IN WORK SHEET TO EDIT)

RISK ROTATION PER ACTIVITY

	Activity	Total required work force	Rotational work force per Activity
1	Sub Structure	0	
	Excavations		0
	Foundations		0
	Floor Scread		0
	Foundation Walls		0
2	Super Structure	0	
	Brick Layers		0
	Plasters		0
	Electrical First Fix		0
	Mechanical First Fix		0
	Plumbing First Fix		0
	Carpentry First Fix		0
	Painters First Fix		0
	Roof Structure		0
			0
			0
3	Internal finishes	0	
	Carpentry Second Fix		0
	Electrical Second Fix		0
	Plumbing Second Fix		0
	Mechanical Second Fix		0
	Painters Second Fix		0
	Tilers		0
	Floor Finishes		0
4	Site Works	0	
	Back fill excavations		0
	Removal of rubble		0
	Paving		0
	Fencing		0
	Road Works		0
	Land Scaping		0

RISK ROTATION PER ACTIVITY

	Additional Activities identified	Total required work force	Rotational work force per Activity
5		0	
			0
			0
			0
			0
6		0	
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
7		0	
			0
			0
			0
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			0
			0
			0
8		0	
			0
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			0
			0
			0

Contents of Workplace Preparation Procedures

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1. Purpose

To reduce the risk of COVID-19 outbreak in the workplace and the impact on workers, customers and the public.

2. Scope

Applies to all employees, clients, suppliers and sub-contractors who are associated with [Company]

3. Responsibility

- **Contracts Managers and Supervisors**

Ensure all workers under their supervision adhere to specifics of this procedure

- **COVID Manager**

Coordinate the COVID Management Plan/COVID Procedure on behalf of [Company]

- **HSE Officers**

Develop a COVID-19 specific risk assessment, raise awareness in the workplace, conduct routine monitoring to ensure compliance and put in place corrective measures where required.

- **Employees**

Cooperate with supervisors by adhering to set guidelines and lawful instructions.

4. Implementing Workplace Controls

The legislation governing workplaces in relation to COVID-19 is the Occupational Health and Safety Act (Act 85 of 1993) as amended in conjunction with the Hazardous Biological Agents Regulation.

A COVID-19 specific risk assessment together with a written policy concerning the health and safety of employees shall be drawn up and communicated to all employees and mitigation Measures which needs to be monitored and adjusted should the need arise.

Workplace Controls:

- All offices (including site offices) will be sanitised before opening for business each day
 - Place posters that encourage staying home when sick, cough and sneeze etiquette, and hand hygiene at the entrance of offices and sites.
 - On-site induction with special emphasis on COVID-19 will be done with all employees upon return to work.
 - Provide tissues and waste bins lined with a plastic bag so that they can be emptied without contacting the contents
 - Instruct employees to clean their hands frequently, using soap and water for at least 20 seconds or with an alcohol-based hand sanitizer that contains at least 70% - 95% alcohol.
 - Continue routine environmental cleaning, which includes tools and equipment.
 - Increase ventilation in offices by natural or mechanical means
 - Provide soap and water and/or alcohol-based hand rubs (at least 70%) in the workplace in multiple locations and in common areas to encourage hand hygiene.
-
- Practice social distancing (2m) as far as possible (no handshakes, hugs, kissing, horseplay or touching each other). Keep distance from each other while working on site. Supervisors will monitor this throughout the day.
 - While queuing at the gate to enter the site, employees must stand in a line, with at least 2m between them.
 - Desks for employees working in the office (site office) will be spaced at least 1.5m apart, or placement of one person per office will be implemented.
 - It is compulsory to wear face masks at all times. Each employee will be issued with two cloth

face masks to wear at work and while commuting, with appropriate training on the use of these masks. Arrangements will be made for the washing, drying and ironing of cloth masks.

- Temperature testing will be done on all employees every morning upon arrival to site, and also randomly during the day. All readings will be recorded, monitored and sent to the SHEQ department. The testing will be conducted by the site safety officer. On sites where a full-time safety officer is not available, the responsibility will fall onto the supervisor.
- During the temperature screening, employees will be screened for any additional symptoms such as body aches, loss of smell or taste, nausea, vomiting, diarrhea, fatigue, weakness or tiredness. The results will be recorded in the Social Distancing Control Sheet and send to the SHEQ department. If an employee displays any of the symptoms, he will not be permitted to enter the site/offices.
- In addition to posters, brief employees and sub-contractors that anyone with a mild cough or low-grade fever (37.3 or more) needs to stay at home and take sick leave.
- Any employee who develops flu-like symptoms (i.e. cough, shortness of breath, fever) or any of the additional symptoms should inform his supervisor immediately.
- Where practical, the minimum number of employees will be allowed on site, and rotation staggered working hours and shift work may be implemented. Promote working from home for employees who are able to do so.
- All visitors to site will undergo induction and temperature screening and must be in possession of the appropriate PPE (i.e. face mask) prior to being allowed access to site. No access will be granted to visitors not complying.
All visitors will be required to sanitize their hands before entering the site as well as when they leave.
- Sub-contractors shall ensure that all of their employees are issued with face masks and any other necessary PPE, and that hand sanitizer and soap is available for their employees. Temperature testing will be done by [Company] and records kept. Failure to do so will result in the sub-contractor employee/s being put off-site until compliant.
- A copy of the Essential Service Permit must be available on site at all times. All sub-contractors to provide a copy of their Permit prior to being granted permission to work.
- All employees are obliged to comply with measures introduced in the workplace.

5. What to do When an Employee on site becomes ill with COVID-19

If someone becomes ill in the workplace and there is reason to suspect they may have contracted or come into contact with someone who has contracted the COVID-19 virus, the person must be isolated immediately, provided with a FFP1 surgical mask, and transport arranged for the employee to go home to be self-isolated or for medical examination. Ensure testing is done at an identified testing site.

The Department of Health and Department of Labour will be informed of any employees testing positive for COVID-19, where after an investigation will be conducted to establish the cause, including any control failures. The risk assessment will be reviewed to ensure necessary controls and PPE is in place.

The risk of transmission will be assessed, the employees working area disinfected.

If an employee is confirmed to have COVID-19, his/her fellow employees will be informed of their possible exposure to COVID-19 in the workplace and referred for screening, but confidentiality must be maintained at all times, and no discrimination shown toward an employee who tested positive for COVID-19.

If evidence exist that the employee contracted COVID-19 as a result of Occupation Exposure, a Claim for Compensation will be lodged in terms of the Compensation of Occupational Injuries and Diseases Act 1993 (Act No. 130 of 1993) in accordance with Notice 193 published on 3 March 2020.

Once an employee was positively diagnosed with COVID-19 and isolated in accordance with the Department of Health Guidelines, the employee may only return to work after he has undergone a medical evaluation confirming the employee has tested negative for COVID-19. The employee will be required to wear a face mask, maintain social distancing and adhere to cough and sneeze etiquette. The employee will also be monitored for symptoms upon his/her return to work.

6. Transport

- Where transport is provided, occupancy of the vehicle should be reduced in line with social distancing practice.
- All passengers must wear face masks or respirators.
- All passengers to sanitize their hands before getting into the transport, as well as when disembarking.
- Transport vehicles should be sanitized before and after each trip.
- Employees making use of public transport to ensure they wear face masks and sanitize their hands regularly (before getting into the transport and when disembarking). Attempt to not touch any surfaces unless absolutely necessary.

7. Meetings

Wherever possible, meetings to be held via tele or video conference in order to maintain social distancing and prevent the possible spread of COVID-19.

Toolbox talk meetings, inductions and briefing sessions should be done in open areas with social distancing in place.

8. Tracking Record log (Employees/Visitors)

DATE	NAME	ID NUMBER	AGE	TEMPRETURE IN	SIGNATURE	TEMPRETURE OUT	SIGNATURE	SECURITY CONTROL SIGNATURE

[illegible]

9. Training Schedule (Employees)

Training Attendance Register

Training Description:		Session No

Date of training	
------------------	--

Time training started		Time training ended	
-----------------------	--	---------------------	--

Duration of training	
----------------------	--

Instructor name and signature	
-------------------------------	--

Training provided (Tick applicable box)			
Read only	Class Room	Practical Demonstration	Communicated Changes

Employee number	Employee name	Employee signature (Signature indicates acknowledgement that training was understood)	Type of training received

COVID-19 POLICY

Coronavirus Policy

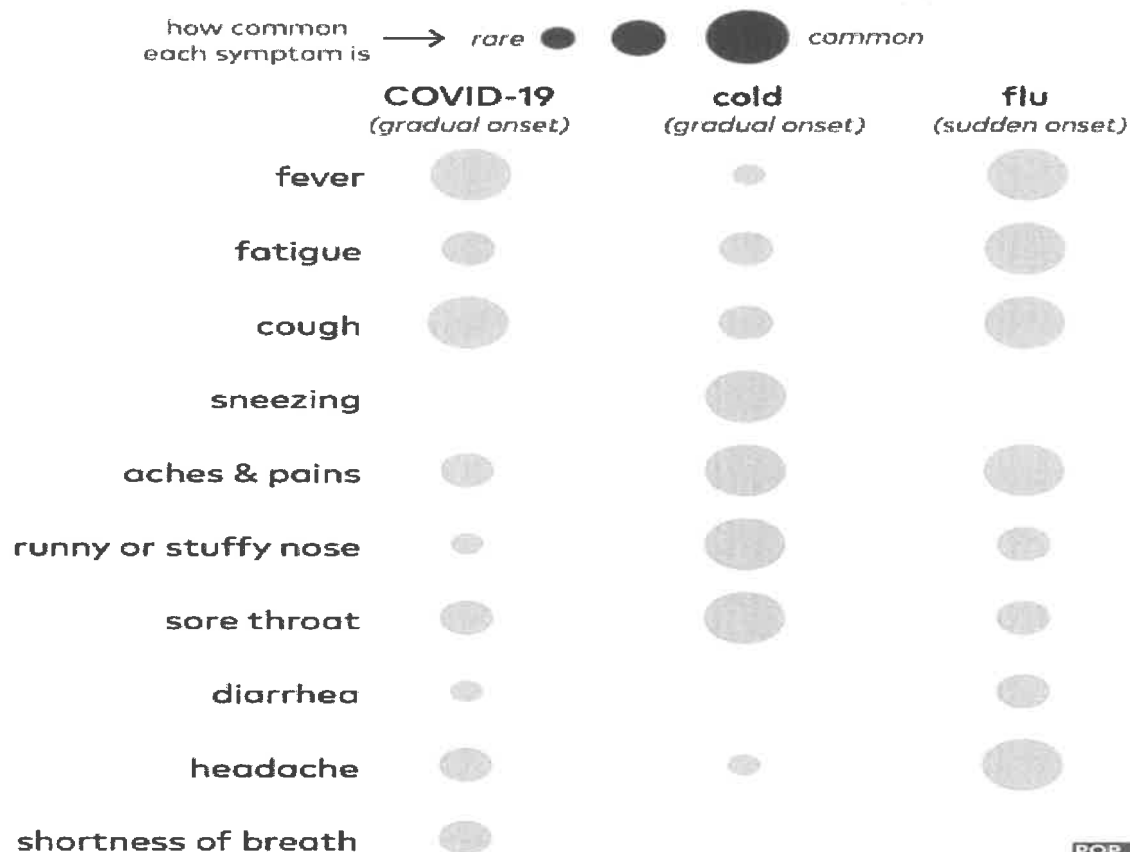
The Occupational Health and Safety Act clearly dictates to employers that they need to ensure a working environment that is healthy and safe for all employees. In this regard, [Company] is therefore obligated to ensure that it always looks after its employees' well-being whilst the employees are at the workplace. [Company] will identify medical facilities in the area of operations that are best suited to evaluate and treat any employee that is suspected of having the virus.

Symptoms:

- Coughing
- Fever
- Shortness of Breath
- Pneumonia
- Vomiting
- Diarrhoea
- Severe pneumonia

- kidney failure

Is it coronavirus, or is it something else?



Transmittal of the Virus:

- Direct contact
- Droplets from patient's coughing and sneezing
- Contact with patients' belongings followed by touching your mouth or nose.

Protecting Yourself:

- Avoid contact with others, and wash your hands frequently
- Maintain good hygiene habits
- Wear a face mask when infected and when dealing with infected patient
- Use tissues when coughing or blowing nose
- Wash and prepare food carefully
- Exercise and proper sleep will bolster the immune system

Should you display any of the Symptoms:

- Stay home and inform your supervisor telephonically of your absence.
- Obtain medical attention.
- Employees should follow the guidance as provided by the Department of Health and inform public authorities promptly.

- The Basic Conditions of Employment Act (BCEA). Section 22 thereof stipulates the period to which an employee is entitled to sick leave. Generally, an employee is entitled to 30 days sick leave during a 36 month or three-year cycle, following commencement of employment. Section 23 of the BCEA stipulates that should the employee be absent for a period longer than two consecutive days or be absent on more than two occasions during an eight-week period, the employer is not obliged to pay that employee their sick leave benefit unless that employee provides a valid medical certificate citing the reason for the incapacity during that period. Such a medical certificate must be issued and signed by a registered medical practitioner.
- If an employee is placed in compulsory quarantine and produces a valid medical certificate to that effect, the employer must deduct such period of absence from the employee's current sick leave cycle and also pay the employee the equivalent of the remuneration they would have received during this period. Should the employee have exhausted their sick leave allotment at the time of being placed in quarantine then, the employer may deduct this period either from the employee's annual leave or may choose to classify the absence as unpaid leave. In this regard, the employee may claim remuneration in terms of S20 of the Unemployment Insurance Fund (UIF) Act.
- If an employee chooses to voluntarily quarantine themselves on approval by his/her Manager, by staying at home to avoid contracting the virus, then this period of absence will not qualify as sick leave. Such period of absence will be taken out of the employees' normal leave cycle and if that employee no longer has any leave entitlement, then this period may be taken as unpaid leave.
- Should the employer reduce working hours as a consequence of the COVID-19 virus, then employees are entitled, as per Section 12 of the UIF Act to claim remuneration from the Fund if the reduction of hours or "unemployment" lasts longer than fourteen (14) days.
- An instance may arise whereby an employer seeks an employee to be placed in quarantine due to the employee having been in contact with an individual who has been diagnosed with the virus or perhaps the employee has recently travelled overseas to an affected area or perhaps the employee presents with symptoms similar to those associated with the COVID-19. During such absence imposed by the employer, should the employee be diagnosed with the virus and the employee presents a valid medical certificate to that effect, the employer may treat such absence as sick leave. Due to the operational requirements, the employer may assign tasks to the employee which they can then carry out at home or at their chosen site of quarantine should the employer deem it necessary for their employees to be quarantined. If the employees render services from home during this period, they will be entitled to their normal remuneration, and no leave may be deducted.
- Should an unlikely scenario arise whereby The State declares that schools and businesses are to be closed because of the virus, then such an instruction would be through no fault of the employer. After receiving such instruction, employers should consult with their employees and discuss an appropriate way to deal with the shut-down. If the operational requirements of the employer permits, then perhaps the time during which the business is closed can be seen as annual leave. Or, if the employer implements a system of working from home, then this work will be with pay.
- In the case of a positive outcome for the Coronavirus, the site where the affected employee is from will be closed and the rest of the employees will be tested and quarantined.

The most important thing to do is stay calm, carry on as usual and exercise good personal hygiene habits.

10. COVID-19 Case Reporting Template

Reporter Name

First Name

Last Name

Reporter Phone
Number

Area Code

Phone Number

Reported Name

First Name

Last Name

Reported Phone
Number

Area Code

Phone Number

Report Date & Time

Date

Hour

Minutes

When did you first
Suspect?

Date

Hour

Minutes

Why are you reporting this person?

Coughing

Fever

Having shortness of breath

Feeling persistent pain or pressure in the chest

Having confusion or inability to arouse

Just came from abroad, carrying highly risk of COVID-19

Comments



public works
& infrastructure
Department
Public Works and Infrastructure
REPUBLIC OF SOUTH AFRICA

Addendum to the health and safety specification document.

COVID-19 pandemic

Site Name:

Date:

Principal Contractor Name:

Contractor Name:

COVID-19 should not be allowed to destroy the construction sector, or our income in this sector. We are committed to working with government and the private sector towards ensuring that returning to work will achieve the envisioned economic prosperity for all employees and the country as a whole.

You are going to start working on the site as soon as it is allowed by Government. That means you must have a Covid - 19 management plan that form part of your health and safety plan, as an addendum, in your safety file. The Covid - 19 management plan must be developed by a competent person.

Your Covid - 19 management plan must be site specific and practically viable and must cover this sites anticipated areas where infections are likely to occur on your site area. All persons in your employ on site must be trained in your Covid - 19 management plan. The attendance register for the training must be attached to the Covid - 19 management plan.

Your CEO and site management must endorse (sign) the Covid - 19 management plan.

The Regulation that govern your Covid - 19 management plan have not been promulgated yet. We are however being pro-active in this regard. If and when the Regulations are promulgated and published in the Government Gazette, we will amend this addendum to correspond with the Regulations. We do not foresee major changes in the draft Regulations.

Your Covid - 19 management plan must contain at least the following:

- a. A schematical drawing of the actual workarea and where the actual work will be performed.
- b. Health Risk Assessment:
 - i This risk assessment must form part of your management plan. We do not want it as a separate document. It must physically form part of the Covid - 19 management plan. Bind it within the plan document.
 - ii Different areas in the workplace might require different methods of safeguarding the employees. In that case specify the area and determine the risks and mitigating measures of that specific area.
- c. What are the symptoms and how to identify them in the workplace?
- d. Screening of workers. How will it be done and when?
- e. If someone is suspected of having the Covid -19 virus, what will the procedure be?
- f. If an employee suspects that he/she has contracted the virus, what would the procedure be?

- g. What PPE will be issued and when?
- h. Quarantine:- self quarantine, forced quarantine, what will your procedure and policy be?
- i. Working from home guidelines. (When, who, etc.)
- j. Safe travelling to and from work.
- k. How will you safeguard meetings? Precautions during meetings?
- l. Hygiene in the workplace:

This specs was developed for Construction sites.

Page 2

- i. Disinfecting workplace, tools, facilities, etc.
- ii. Disinfecting hands and bodyparts.
- iii. Methods of disinfecting that will be used.
- iv. What type of disinfectant?
- m. Physical contact. (Control, who, when, etc.)
- n. Training of employees
- o. Cross Provincial border travel of employees.
- p. Keeping record and communicating vital information of cases detected on site.
- q. Visitors to the site.
- r. Social distancing on site.
- s. Employee awareness program.
- t. Regularly cleaning common contact surfaces on site?
- u. How will you treat drivers that deliver to site?
- v. Handwashing facilities. (Where, when, how many, type, etc)
- w. Provision and disposal of hand towels.
- x. Cleaning regimes for toilet facilities particularly door handles, locks and the toilet flush.
- y. Portable toilet hygiene.
- z. Break times, how will you reduce congestion and contact?
- aa Hygiene at water drinking stations.
- ab Tracing of infected employees.
- ac Your weekly Covid - 19 reports that must be submitted to the Client.
- ad Congestion at the workplaces.
- ae Consequence of not adhering to the Covid - 19 management plan, the risk assessment and the policy.
- af You must develop a Covid - 19 Policy.
- ag How will you manage your contractors on site regarding the Covid - 19?

The required document must be submitted to DPW Consultants/Projectmanagers/OHS Managers. We will issue a letter of approval if all the requirements in this adendum to the health and safety plan, have been met. Please note that these requirements are minimum requirements only and all of the items must be addressed in your Covid - 19 management plan, risk assessment and Covid - 19 policy document.

The index to your Covid - 19 File should contain at least the following:

- | | |
|--|---|
| 1 Covid - 19 Management plan | 7 Toolbox Talks |
| 2 Covid - 19 Risk Assessment | 8 Safe Work Procedures |
| 3 Covid 19 Policy | 9 Checklists |
| 4 Employee Screening declarations | 10 Training Material |
| 5 PPE Issue Register | 11 Posters |
| 6 Compliance Employees Appointments | 12 Compliance Officer Appointments |

I herewith my signature confirm that I have received this Covid - 19 specification document.

This specs was developed for Construction sites.



DEPARTMENT OF PUBLIC WORKS

HIV/AIDS

SPECIFICATION

OCTOBER 2004

SECTION

HIV/AIDS SPECIFICATION

HIV/AIDS REQUIREMENTS

1 SCOPE

This specification contains all requirements applicable to the Contractor for creating HIV/AIDS awareness amongst all of the Workers involved in this project for the duration of the construction period, through the following strategies:

- Raising awareness about HIV/AIDS through education and information on the nature of the disease, how it is transmitted, safe sexual behaviour, attitudes towards people affected and people living with HIV/AIDS, how to live a healthy lifestyle with HIV/AIDS, the importance of voluntary testing and counselling, the diagnosis and treatment of Sexually Transmitted Infections and the closest health Service Providers;
- Informing Workers of their rights with regard to HIV/AIDS in the workplace;
- Providing Workers with access to condoms and other awareness material that will enable them to make informed decisions about sexual practices.

2 DEFINITIONS AND ABBREVIATIONS

2.1 Definitions

Service Provider: The natural or juristic person recognised and approved by the Department of Public Works as a specialist in conducting HIV/AIDS awareness programmes.

Service Provider Workshop Plan: A plan outlining the content, process and schedule of the training and education workshops, presented by a Service Provider which has been approved by the Representative/Agent.

Worker: Person in the employ of the Contractor or under the direction or supervision of the Contractor or any of his Sub-contractors, who is on site for a minimum period of 30 days in all.

2.2 Abbreviations

- HIV : Human Immunodeficiency Virus.
- AIDS : Acquired Immune Deficiency Syndrome.
- STI : Sexually Transmitted Infection.

3 BASIC METHOD REQUIREMENT

3.1 The Contractor shall, through a Service Provider, conduct onsite workshops with the Workers.

The Service Provider shall develop and compile a Service Provider Workshop Plan to be presented at the workshops and which will be best suited for this project to achieve the specified objectives with regard to HIV/AIDS awareness.

The Service Provider Workshop Plan shall be based on the following information provided by the Contractor:

- Number of Workers and Sub-contractors on site;
- When new Workers or Sub-contractors will join the construction project;
- Duration of Workers and Sub-contractors on site;
- How the maximum number of Workers can be targeted with workshops;
- How the Contractor prefers workshops to be scheduled, e.g. three hourly sessions per Worker, or one 2.5 hour workshop per Worker;
- Profile of Workers, including educational level, age and gender (if available);
- Preferred time of day or month to conduct workshops;
- A Gantt chart reflecting the construction programme, for scheduling of workshops;
- Suitable venues for workshops.

The Contractor shall submit the Service Provider Workshop Plan for approval within 21 days after the tender acceptance date. After approval by the Representative/Agent, the Contractor shall make available a suitable venue that will be conducive to education and training.

3.2 The Service Provider Workshop Plan shall address, but will not be limited to the following:

- 3.2.1 The nature of the disease;
- 3.2.2 How it is transmitted;
- 3.2.3 Safe sexual behaviour;
- 3.2.4 Post exposure services such as voluntary counselling and testing (VCT) and nutritional plans for people living with HIV/AIDS;
- 3.2.5 Attitudes towards other people with HIV/AIDS;
- 3.2.6 Rights of the Worker in the workplace;
- 3.2.7 How the Awareness Champion will be equipped prior to commencement of the HIV/AIDS awareness programme with basic HIV/AIDS information and the necessary skills to handle questions regarding the HIV/AIDS awareness programme on site sensitively and confidentially;
- 3.2.8 How the Service Provider will support the Awareness Champion;
- 3.2.9 Location and contact numbers of the closest clinics, VCT facilities, counselling services and referral systems;
- 3.2.10 How the workshops will be presented, including frequency and duration;
- 3.2.11 How the workshops will fit in with the construction programme;
- 3.2.12 How the Service Provider will assess the knowledge and attitude levels of attendees to structure workshops accordingly;
- 3.2.13 How the video will be used;
- 3.2.14 How the Service Provider will elicit maximum participation from the Workers;
- 3.2.15 A questions and answers slot (interactive session).

The Service Provider Workshop Plan shall encompass the Specific Learning Outcomes (SLO) as stipulated.

4 HIV/ AIDS AWARENESS EDUCATION AND TRAINING

4.1 Workshops

The Contractor shall ensure that all Workers attend the workshops.

The workshops shall adequately deal with all the aspects contained in the Service Provider Workshop Plan. A video of HIV/AIDS in the construction industry, which can be obtained from all Regional Offices of the Department of Public Works, is to be screened to Workers at workshops. In order to enhance the

learning experience, groups of not exceeding 25 people shall attend the interactive sessions of the workshops.

4.2 Recommended practice

4.2.1 Workshop Schedule

Presenting information contained in the Service Provider Workshop Plan can be divided in as many workshop sessions as deemed practicable by the Contractor, provided that all Workers are exposed to all aspects of the workshops as outlined in the Service Provider Workshop Plan.

Breaking down the content of information to be presented to Workers into more than one workshop session however, has the added advantage that messages are reinforced over time while providing opportunity between workshop sessions for Workers to reflect and test information. Workers will also have an opportunity to ask questions at a following session.

4.2.2 Service Providers

A database of recommended Service Providers is available from all Regional Offices of the Department of Public Works.

4.2.3 HIV/AIDS Specific Learning Outcomes and Assessment Criteria

Workers shall be exposed to workshops for a minimum duration of two-and-a-half hours. In order to set a minimum standard requirement, the following specific learning outcomes and assessment criteria shall be met.

4.2.3.1 UNIT 1: The nature of HIV/AIDS

After studying and understanding this unit, the Worker will be able to differentiate between HIV and AIDS and comprehend whether or not it is curable. The Worker will also be able to explain how the HI virus operates once a person is infected and identify the symptoms associated with the progression of HIV/AIDS.

Assessment Criteria:

1. Define and describe HIV and AIDS;
2. List and describe the progression of HIV/AIDS.

4.2.3.2 UNIT 2: Transmission of the HI virus

After studying and understanding this unit, the Worker will be able to identify bodily fluids that carry the HI virus. The Worker will be able to recognise how HIV/AIDS is transmitted and how it is not transmitted.

Assessment Criteria:

1. Record in what bodily fluids the HI virus can be found;
2. Describe how HIV/AIDS can be transmitted;
3. Demonstrate the ability to distinguish between how HIV/AIDS is transmitted and misconceptions around transmittance of HIV/AIDS.

4.2.3.3 UNIT 3: HIV/AIDS preventative measures

After studying and understanding this unit, the Worker will comprehend how to act in a way that would minimise the risk of HIV/AIDS infection and to use measures to prevent the HI virus from entering the bloodstream.

Assessment Criteria:

1. Report on how to minimise the risk of HIV/AIDS infection;
2. Report on precautions that can be taken to prevent HIV/AIDS infection;
3. Explain or demonstrate how to use a male and female condom;
4. List the factors that could jeopardize the safety of condoms provided against HIV/AIDS Transmission.

4.2.3.4 UNIT 4: Voluntary HIV/AIDS counselling and testing

After studying and understanding this unit, the Worker will be able to recognise methods of testing for HIV/AIDS infection. The Worker will be able to understand the purpose of voluntary HIV/AIDS testing and pre- and post-test counseling.

Assessment Criteria:

1. Describe methods of testing for HIV/AIDS infection;
2. Report on why voluntary testing is important;
3. Report on why pre- and post-test counselling is important.

4.2.3.5 UNIT 5: Living with HIV/AIDS

After studying and understanding this unit, the Worker will be able to recognise the importance of caring for people living with HIV/AIDS and be able to manage HIV/AIDS.

Assessment Criteria:

1. List and describe ways to manage HIV/AIDS;
2. Describe nutritional needs of people living with HIV/AIDS;
3. Describe ways to embrace a healthy lifestyle as a person living with HIV/AIDS;
4. Explain the need for counselling and support to people living with HIV/AIDS.

4.2.3.6 UNIT 6: Treatment options for people with HIV/AIDS

After studying and understanding this unit, the Worker will be familiar with the various treatments available to HIV/AIDS infected or potentially HIV/AIDS infected people.

Assessment Criteria:

1. Discuss anti-retroviral therapy;
2. List methods of treatment to prevent HIV/AIDS transmission from mother-to-child;
3. Describe the need for treatment of opportunistic diseases for people living with HIV/AIDS;
4. Describe post exposure prophylactics.

4.2.3.7 UNIT 7: The rights and responsibilities of Workers in the workplace with regard to HIV/AIDS

After studying and understanding this unit, the Worker will be able to identify the rights and responsibilities of the Worker living with HIV/AIDS in the workplace. The Worker will recognise the importance of accepting colleagues living with HIV/AIDS and treating them in a non-discriminative way.

Assessment Criteria:

1. Discuss the rights of a person living with HIV/AIDS in the workplace;
2. Discuss the responsibilities of a person living with HIV/AIDS in the workplace;
3. Report on why acceptance and non-discrimination of colleagues living with HIV/AIDS is important.

4.3 Displaying of plastic laminated posters and distribution of information booklets

The Contractor shall obtain a set of four laminated posters conveying different key messages and information booklets. The contractor should include the costs of posters and information booklets in his/her tender price.

The above-mentioned posters and information booklets have been prepared to raise awareness and to share information about HIV/AIDS and STI's.

Posters or display stands shall be displayed on site as soon as possible, but not later than 14 days after the date of site handover.

Posters shall be displayed in areas highly trafficked by Workers, including toilets, rest areas, the site office and compounds.

The posters on display must always be intact, clear and readable.

Information booklets must be distributed to all Workers as soon as possible, but not later than 14 days after site handover, or as soon as the Worker joins the site.

5 PROVIDING WORKERS WITH ACCESS TO CONDOMS

The Contractor shall provide and maintain condom dispensers and make both male and female condoms, complying with the requirements of SABS ISO 4074, available at all times to all Workers at readily accessible points on site, for the duration of the contract. The Contractor may obtain condom dispensers from the Department of Health and condoms may be obtained from the Local Clinic or the Department of Health.

At least one male and one female condom dispenser and a sufficient supply of condoms, all to the approval of the Representative/Agent, shall be made available on site within 14 days of site hand over. Contractors should note that arrangements to obtain condoms from the Department of Health Clinics prior to site hand over may be necessary, to ensure that condoms are available within 14 days of site handover.

Condoms shall be made available in areas highly trafficked by Workers, including toilets, the site office and compounds.

6 ENSURING ACCESS TO HIV/AIDS TESTING AND COUNSELLING FACILITIES AND TREATMENT OF SEXUALLY TRANSMITTED INFECTIONS (STI)

The Contractor shall provide Workers with the names of the closest Service Providers that provide HIV/AIDS testing and counselling and Clinics providing Sexually Transmitted Infection (STI) diagnosis and treatment. Information on these Service Providers and Clinics must be displayed on a poster of a size not smaller than A1 in an area highly trafficked by Workers.

7 APPOINTMENT OF AN HIV/AIDS AWARENESS CHAMPION

- 7.1 Within 14 days of site handover the Contractor shall appoint an Awareness Champion from amongst the Workers, who speaks, reads and writes English, who speaks and understands all the local languages spoken by the Workers and who shall be on site during all stages of the construction period. The Contractor shall ensure that the Awareness Champion has been trained by the Service Provider on basic HIV/AIDS information, the support services available and the necessary skills to handle questions regarding the HIV/AIDS programme in a sensitive and confidential manner.

7.2 The Awareness Champion shall be responsible for:

7.2.1 Liaising with the Service Provider on organising awareness workshops;

7.2.2 Filling condom dispensers and monitoring condom distribution;

7.2.3 Handing out information booklets;

7.2.4 Placing and maintaining posters.

8 MONITORING

The Contractor shall grant to the Representative/Agent reasonable access to the construction site, in order to establish that the Contractor complies with his obligations regarding HIV/AIDS awareness under this contract.

The Contractor must report problems experienced in implementing the HIV/AIDS requirements to the Representative/Agent.

The attached SITE CHECKLIST (SCHEDULE A) shall be completed and submitted at every construction progress inspection to the Representative/Agent.

The attached SERVICE PROVIDER REPORT (SCHEDULE B) shall be completed and submitted on a monthly basis to the Department's Project Manager, through the Representative/Agent.

The attached CONTRACTOR HIV/AIDS PROGRAMME REPORT (SCHEDULE C), a close out programme report, shall be completed by the Contractor at the end of the contract.

SCHEDULE A

HIV/AIDS PROGRAMME: SITE CHECKLIST

When did construction commence: _____

Name of Departmental Project Manager: _____

Please refer to HIV/AIDS Programme activities during the reporting period

		Tick the block if Contractor satisfactorily complied with specifications																	
		PI			PI			PI			PI			PI					
DATE		D	D	M	D	D	M	D	D	M	D	D	M	D	D	M	D	D	M
	Programme implemented within 14 days of site handover																		
	Awareness champion on site																		
	HIV/AIDS awareness service provider report																		
	Male condom dispenser																		
	Sufficient male condoms available																		
	Male condom dispenser in a highly trafficked area																		
	Female condom dispenser																		
	Sufficient female condoms available																		
	Female condom dispenser in a highly trafficked area																		
	All four types of posters displayed																		
	Posters in a good condition																		
	Posters in a highly trafficked area																		
	Posters displayed on local support services: clinic & VCT centre																		
	Support service poster/s in highly trafficked area																		
	Support service poster/s in a good condition																		

Please indicate the applicable number for the reporting period									
Workers on payroll (at PI)									
Sub-Contractors who will be on site for longer than 30 days (at PI)									
Workshop attendees									
Number of workshops held									
Scheduled workshops according to approved workshop plan									
Booklets distributed									
Male condoms distributed									
Female condoms distributed									

Representative/Agent

Date

Contractor

Date

Date of progress inspection: (ccyy/mm/dd)

Reporting period: (ccyy/mm/dd) _____ to (ccyy/mm/dd) _____

Deviations from HIV/AIDS awareness programme plan:

Corrective actions:

Representative/Agent

Departmental Project Manager

Date

Date

SCHEDULE B**HIV/AIDS AWARENESS PROGRAMME: SERVICE PROVIDER REPORT**

Reporting period: (ccyy/mm/dd) _____ to (ccyy/mm/dd) _____

Number of workshops conducted in reporting period: _____

Number of scheduled workshops according to approved workshop plan: _____

Deviations from workshop plan:

--

State reasons for deviating from workshop plan:

--

Corrective actions:

--

Service Provider_____
Date_____
Date

HIV/AIDS AWARENESS PROGRAMME : WORKSHOP CONTENT ADDRESSED

Fill in the applicable information with regard to each workshop conducted																								
DATE	W/S				W/S				W/S				W/S				W/S				W/S			
	D	D	M	M	D	D	M	M	D	D	M	M	D	D	M	M	D	D	M	M	D	D	M	M
Content of workshop: (Mark the content included)																								
SLO1																								
SLO2																								
SLO3																								
SLO4																								
SLO5																								
SLO6																								
SLO7																								
HIV/AIDS in construction video																								
Indicate the duration of the workshop in hours																								
Total number of Workers																								
Indicate workshop venue																								

HIV/AIDS AWARENESS PROGRAMME: ATTENDANCE REGISTER

Fill in your name and indicate attendance by ticking the appropriate date

[illegible]

SCHEDULE C**CONTRACTOR HIV/AIDS PROGRAMME REPORT**

Project name: _____

Project Location: _____

Contract value of project: R_____

Department of Public Works Project Manager: _____

HIV/AIDS Programme duration: (ccyy/mm/dd) _____ to (ccyy/mm/dd) _____

AWARENESS MATERIALDescribe location of posters displayed during the programme: _____

Comments on posters: _____

Indicate total number of booklets distributed: _____

Comments on booklets: _____
_____**CONDOMS**

Indicate total number of male condoms distributed: _____

Indicate total number of female condoms distributed: _____

Describe where male condom dispenser was placed: _____

Describe where female condom dispenser was placed: _____

HIV/AIDS WORKSHOPS

Indicate the total number of HIV/AIDS workshops conducted: _____

Indicate the duration of workshops: _____

Indicate the total number of Workers that participated in the HIV/AIDS workshops: _____

Indicate the total number of Workers that were exposed to the video on HIV/AIDS in the Construction Industry: _____
_____Comments on HIV/AIDS workshops on site: _____

GENERAL

Briefly describe programme activities and satisfaction with outcome: _____

Additional comments, suggestions or needs with regard to the HIV/AIDS awareness programmes on site:

Please indicate if your company has a formal HIV/AIDS policy focussing on HIV/AIDS awareness raising and care and support of HIV/AIDS Workers:

Yes	No	Currently developing one
-----	----	--------------------------

Please indicate if, to your knowledge, you have lost any workers during the duration of the project to HIV/AIDS related sicknesses. One or more of the following might indicate an HIV/AIDS related death:

Excessive weight loss
Reactive TB
Hair loss
Severe tiredness

Coughing or chest pain
Pain when swallowing
Persistent fever
Diarrhoea

Vomiting
Meningitis
Memory loss
Pneumonia

Number of HIV/AIDS-related deaths: _____

Contractor

Date

Departmental Project Manager

Date

PART C4: SITE INFORMATION

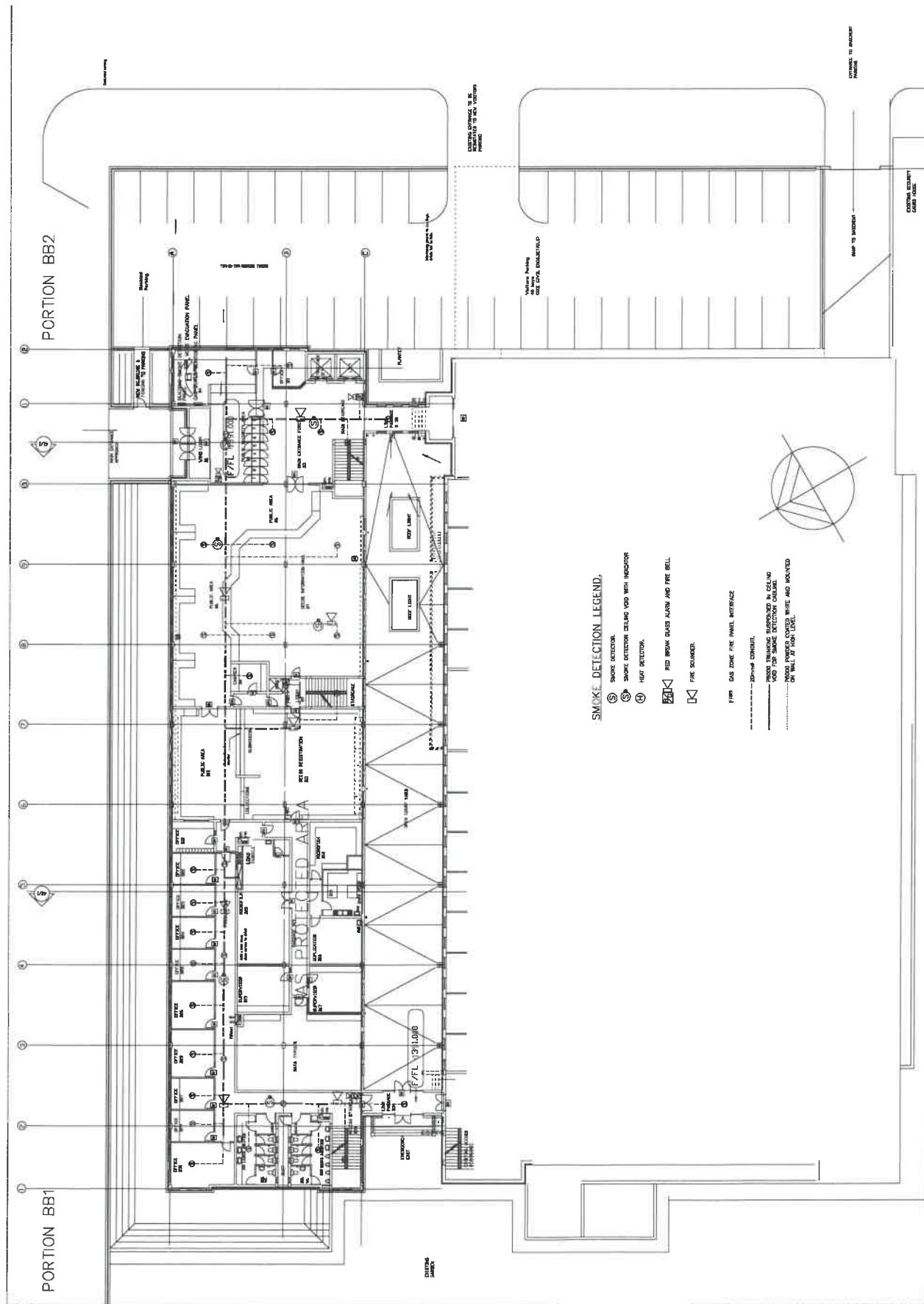
PG-03.1 (EC) SITE INFORMATION – GCC (2010) 2nd Edition 2010

Project title:	<i>BLOEMFONTEIN DEEDS OFFICE : UPGRADING AND MAINTENANCE OF FIRE PROTECTION SYSTEM</i>			
Tender no:	<i>BL22/011</i>	WCS no:		Reference no: <i>14/2/1/4/21/6706</i>

C4 Site Information

The site is situated in a high security area and the tenderer must arrange with the security or other responsible person/s to obtain permission to enter the site for tendering purposes. The site location is at Bloemfontein Deeds Office, Bloemfontein, Free State, South Africa.


DRAWINGS



UNSW	DESCRIPTION	AK
T	30045276 ISSUED FOR 130032	

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Department of Public Works

IF IN COURT.....ASK IMMEDIATELY



HEAD OFFICE
P.O. Box 965
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Tel (06) 257 2000

Director-General
M. J. McQuinn
Deputy Director-General
P. J. McQuinn
D. McQuinn

M&C
MUSTAFA AND CACHALIA
CONSULTING ENGINEERS
41 BROADWAY
PO BOX 2014, NEWCASTLE 2222
NSW
TEL: 081 577 307 000 FAX: 081 577 344
E: M&C@M&C.COM.AU

SMOKE DETECTION

Describe
Service

BLOEMFONTEIN: DEEDS OFFICE
INSTALLATION OF
SMOKE DETECTION

WCs number

Drawing Title

GROUND FLOOR-
SMOKE DETECTION LAYOUT

Ref no

Scale

Date

Type Number

Designed

Drawn

Checked

V.F.

1:125

2004/06

V.F.

A.K

V.F.


Drawing Number
ME30487/FDM/1002

[illegible]

NO	DATE	DESCRIPTION	DRAWN
7	08/05/2001	ISSUED FOR TEND	AK

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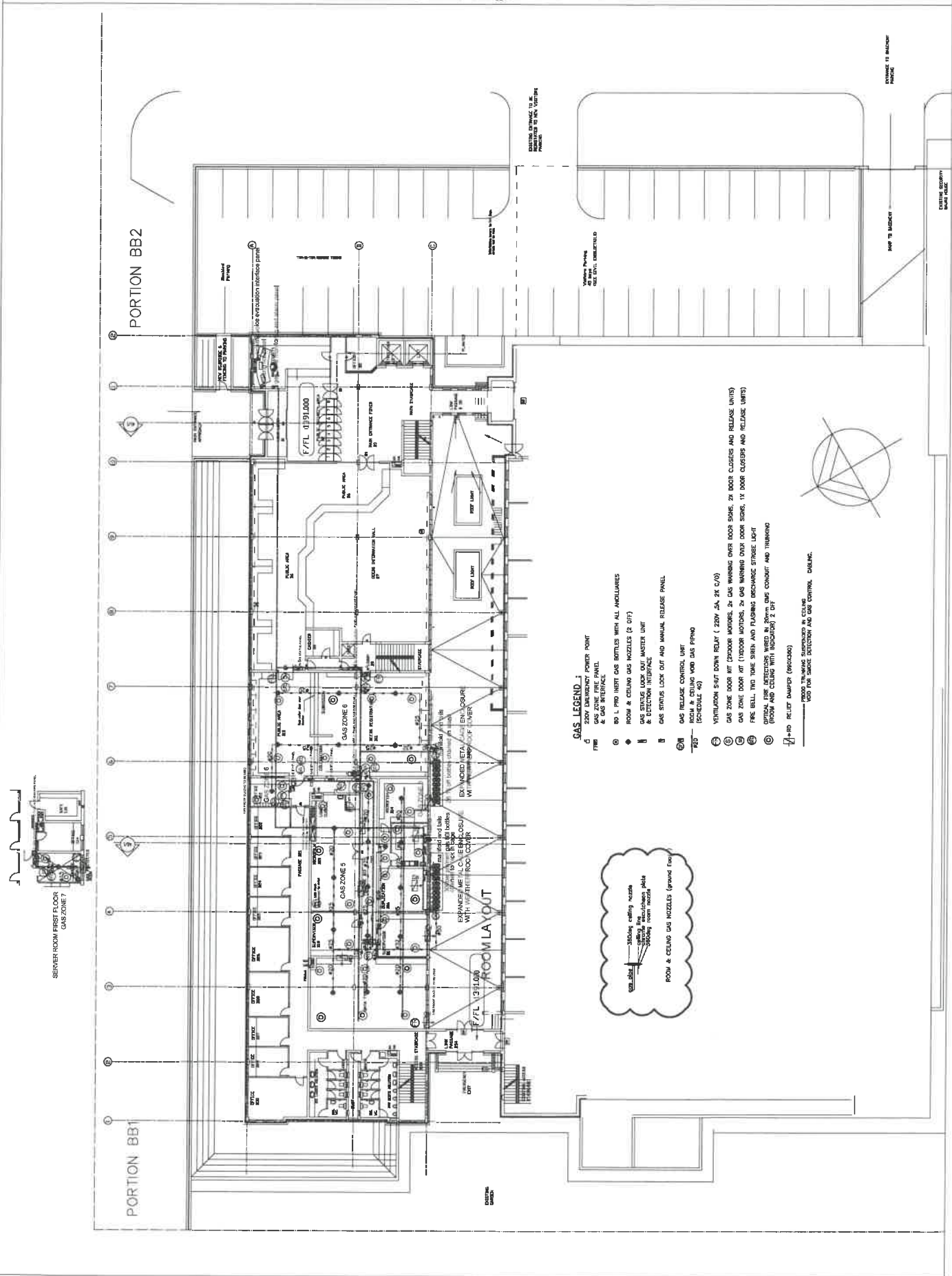
IF IN DOUBT.....ASK IMMEDIATELY

 HEAD OFFICE Private Bag 245 Pretoria Tel: 012 312 7200	Director-General M. J. Maseko Deputy Director-General Ingobiso Chabane Project Director D. Molekotsi
--	---

M&C MUSTARHA AND CACHALIA CONSULTING ENGINEERS 41 BROADWAY, 2ND FLOOR, SANDTON TEL: 011 792 3111 / 792 3112 FAX: 011 792 3113 / 792 3114	GAS PROTECTION Service BLOEMFONTEIN: DEEDS OFFICE. INSTALLATION OF GAS PROTECTION VCS Number
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Drawing Title	
GROUND FLOOR GAS PROTECTION	

Ref no	Designed	V/F	
Scale	1 : 125	AK	
Date	2004/08	Checked	V/F
Type Number			
Drawing Number ME30487/GM2/001			



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