

	<b>SHE SPECIFICATION</b>  <b>Maintenance and Repairs of various substation buildings</b>	Template Identifier	240-73416879	Rev	3
		Effective Date	February 2021		
		Review Date	February 2024		

**Title:** The establishment of the panel of contractors for the Maintenance and Repairs of various substation buildings in Limlanga Cluster on an “as and when” required basis.

Document Identifier: **240-73416879**

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Area of Applicability: **Limlanga Cluster- Limpopo and Mpumalanga**

Functional Area: **Contractor OHS**

Revision: **03**

Total Pages: **57**

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Compiled by: Billy K

Date: 02 September 2024

Signature: 

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#### **ESKOM DISCO PROJECT MANAGER :**

The discipline/contract manager is responsible for managing the contract with the Principal Contractor and ensures that this SHE specifications conditions are met. The project manager also ensures that the Principal Contractor's SHE plan is approved prior to commencement of work. He must ensure that all the Statutory and Eskom's requirements are adhered to by Principal Contractor and (if applicable) their sub-contractors at all times. Where a sub-contractor is appointed on site by the Principal Contractor such appointment must be done in conjunction with the SHE Responsible Manager/Officer.

#### **ESKOM: PROJECT HEALTH AND SAFETY PRACTITIONER:**

The responsibility of the Health and Safety Manager/Practitioner is to provide assurance, as well as advice, assist and support to the Project /Site Manager in the management of the health and safety issues on the project. The SHE Manager/Practitioner will also be responsible for assisting in the development of site and project specific SHE Specifications, and ensuring that SHE specification are issued with enquiry documents and that the Contractors' SHE plans are evaluated and recommendations are specified . He/She will be responsible for auditing.

#### **ESKOM PROJECT COORDINATOR:**

The site manager is a delegated responsible person appointed in terms of the OHS Act by the Section 16(2) Delegated responsible person. He is responsible for the overall management of the project on-site and is accountable to the Discipline/Contract Project Manager.

#### **ESKOM PROJECT ENGINEER/ DESIGNER;**

The designer is the person responsible for ensuring that technologies, designs, and their application provide for SHE-compliant assets during and after their construction.

The project engineer with the assistance of the project SHE Officer is responsible for the development of the SHE specifications for the project and the overall management of the project design application as well as for ensuring the management of the compliance of the completed works with the design during and after construction on site in conjunction with the project supervisor and under the auspices of the project manager.

#### **ESKOM ENVIRONMENTAL OFFICER:**

The responsibility of the Environmental practitioner is to provide assurance, advice, assist and support to the Eskom Site/ Manager in the management of the environmental issues on the project which includes ensuring compliance to the Record of Decision (ROD) and the Environmental Management Plan (EMP)

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## 1. Introduction

Eskom's responsibility and commitment is to ensure a safe working environment is in line with its Safety, Health, Environmental and Quality Policy, along with legislative obligations.

This SHE specification is Eskom minimum requirements which are required to be met for the specific project and for the duration of the project period by Principal contractor.

**The contractor is expected to develop a SHE plan which meets these requirements as well as all the relevant applicable legislation they conform to.**

**Eskom in no way assumes the contractor's legal responsibilities. The contractor is and remains accountable for the quality and the execution of his/her health and safety programme for his/her employees and appointed contractor employees.**

This SHE specification reflects minimum requirements and should not be construed as all encompassing.

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

## 2. Supporting Clauses

### 2.1 Scope

This SHE specification lists the legislative and Eskom requirements and where applicable, any requirements pertaining to Local Authorities / Municipal by-laws / Environmental legislation that must be met by the Principal contractor.

High level

***Repair and Maintenances of substations buildings (Minor and major repairs, Civil work, painting, roofing and brick laying work)***

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### 2.1.1 Purpose

This document will provide a standardised approach to the implementation of SHE specifications throughout the Maintenance and repair project of various Substation buildings

### 2.1.2 Applicability

This SHE specification is applicable to the Substation buildings Maintenance and repair project of various substation buildings.

## 2.2 Normative/Informative References

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

### 2.2.1 Normative

- [1] Basic Conditions of Employment Act No 75 of 1997.
- [2] Occupational Health and Safety Act and Regulations No 85 of 1993.
- [3] National Environmental Management Act 107 of 1998.
- [4] National Road Traffic Act 93 of 1996.
- [5] 32-37 Eskom Substance Abuse Procedure.
- [6] 32-136 Contractor Health and Safety Requirements
- [7] 240-62196227 Life- saving Rules
- [8] 32-95 Environmental, Occupational Health and Safety Incident Management Procedure
- [9] 32-727 SHEQ Policy
- [10] 32- 418 Working at Heights Procedure
- [11] 240-62946386 Vehicle and Driver Safety Management Procedure
- [12] 32-520 Risk Assessment procedure
- [13] Plant Safety Regulations.

### 2.2.2 Informative

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

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[2] SANS 1186 Symbolic Safety Signs

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

## 2.3 Definitions

Definition	Explanation
<b>Appointed contractor</b>	Means a contractor appointed by the principal contractor
<b>Baseline risk assessment</b>	(32-520) baseline operational risks refer to the health and safety risks associated with all standard processes and routine activities in the business
<b>Business unit (BU)</b>	(32-296) means any defined unit within the Eskom environment, operating as a business under a particular cost-centre number. In the context of this document and in terms of health and safety, any reference to a BU includes a defined unit within any Eskom division and its subsidiaries
<b>Client</b>	(OHS Act) Eskom representative (Internal – Asset Owner), also referred to as the contract administrator/custodian or agent or project manager (as defined in the contract). He/she is the person responsible for ensuring that the works or services are executed in terms of the contract, as well as adherence to legislation pertaining to the contract.
<b>Competent person</b>	(OHS Act) means any person having the knowledge, training, experience, and qualifications, specific to the work or task being performed, provided that, where appropriate, qualifications and training are registered in terms of the South African Qualifications Authority Act, 1995 (Act No. 58 of 1995)
<b>Contractor</b>	(OHS Act) means an employer as defined in section 1 of the Act who performs contracted work and includes principal contractors
<b>Construction work</b>	Any work in connection with <ul style="list-style-type: none"> <li>a. the construction, erection, alteration, renovation, repair, demolition or dismantling of or addition to a building or any similar structure.</li> <li>b. the construction, erection, maintenance, demolition or dismantling of any bridge, dam, canal, road, railway, runway, sewer or water reticulation system or the moving of earth, clearing of land, the making of excavation, piling or any similar civil engineering structure or type of work.</li> </ul>
<b>Consultant</b>	means a person providing professional advice
<b>Controlled disclosure</b>	controlled disclosure to external parties (either enforced by law or discretionary)
<b>COVID-19</b>	Means Coronavirus Disease 2019

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Definition	Explanation
<b>Duty of care to the environment</b>	(32-136) anybody who causes or has caused or may cause significant pollution or degradation of the environment must take reasonable measures to prevent such pollution or degradation from occurring, continuing, or recurring. If such harm to the environment is authorised by law or cannot reasonably be avoided or stopped, such person must minimise and rectify such pollution or degradation of the environment
<b>Employee</b>	(OHS Act) means, subject to the provisions of subsection (2), any person who is employed by or works for an employer and who receives or is entitled to receive any remuneration or who works under the direction or supervision of an employer or any other person
<b>Employer</b>	(OHS Act) means, subject to the provisions of subsection (2), any person who employs or provides work for any person and remunerates that person or expressly or tacitly undertakes to remunerate him/her, but excludes a TES (ex labour broker) as defined in section 1(1) of the Labour Relations Act 1956 (Act No. 28 of 1956)
<b>Environment</b>	(32-94) means: <ul style="list-style-type: none"> <li>a. the land, water, and atmosphere of the earth;</li> <li>b. micro-organisms and plant and animal life; and</li> <li>c. any part or combination of (a) and (b) and the interrelationships among and between them, and the physical, chemical, aesthetic, and cultural properties and conditions of the foregoing that influence human health and well-being</li> </ul>
<b>Environmental Management plan</b>	A detailed plan of action prepared to ensure that recommendations for enhancing or ensuring positive impacts and limiting or preventing negative environmental impacts are implemented during the life-cycle of a project. This Environmental Management Plan should preferably form part of Eskom's Environmental Management System
<b>Eskom requirements</b>	Eskom requirements flowing from directives, policies, standards, procedures, specifications, work instructions, guidelines, or manuals
<b>Fall protection plan</b>	(OHS Act) means a documented plan of all risks relating to working from an elevated position, considering the nature of work undertaken, and setting out the procedures and methods to be applied in order to eliminate the risk
<b>Hazard</b>	(OHS Act) means a source of, or exposure to, danger
<b>Hazard identification</b>	(OHS Act) means the identification and documenting of existing or expected hazards to the health and safety of persons, which are normally associated with the type of construction work being executed or to be executed
<b>Health and safety file</b>	(OHS Act) means a file or other record in permanent form, containing the information required in relation to the contract.

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Definition	Explanation
<b>Health and safety plan</b>	(OHS Act) means a document plan that addresses hazards identified and includes safe work procedures to mitigate, reduce, or control hazards identified
<b>Health and safety specification</b>	(OHS Act) means a document specification of all health and safety requirements pertaining to associated to a contract, so as to ensure the health and safety of persons.
<b>Health and safety requirements</b>	means comprehensive health and safety requirements for a contract, project, site, and scope of work. This specification is intended to ensure the health and safety of persons, both workers and the public, and the duty of care to the environment. The health and safety requirements must be specific to each contract, project, site, and scope of work
<b>Lifesaving Rules</b>	(240-62196227) a rule that, if not adhered to, has the potential to cause serious harm to people
<b>Medical Certificate of fitness</b>	(OHS Act) means a certificate valid for one year, issued by an occupational health practitioner, issued in terms of the regulations, whom shall be registered with the Health Professions Council of South Africa
<b>Medical surveillance</b>	(OHS Act) means a planned programme or periodic examination (which may include clinical examinations, biological monitoring, or medical tests) of employees by an occupational health practitioner or, in prescribed cases, by an occupational medicine practitioner
<b>Method statement</b>	(OHS Act) means a written document detailing the key activities to be performed in order to reduce, as reasonably as practicable, the hazards identified in any risk assessment
<b>Organisation</b>	may be defined as a group of individuals (large of small) that is cooperating under the direction of executive leadership in accomplishment of certain common objects
<b>Pre-job meetings</b>	(34-227) means a meeting that is held prior to the commencement of the day's work and that is attended by all the relevant employees associated with the work task
<b>Principal contractor</b>	(In the text of this document) Means an employer, as defined in section 1 of the OHS Act, who intends to tender for or has signed a contract with Eskom for services rendered.
<b>Provincial director</b>	(OHS Act) means the provincial director as defined in Regulation 1 of the General Administrative Regulations under the Act
<b>Responsible Manager</b>	Is a Manager of a department, section or operating/business unit who has been appointed as part of the Eskom delegation of authority process with the aim to assist the applicable 16(2) assigned person in executing his/her duties in terms of the Occupational Health and Safety Act

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Definition	Explanation
<b>Risk assessment</b>	(OHS Act) means a programme to determine any risk associated with any hazard at a construction site in order to identify the steps needed to be taken to remove, reduce, or control such hazard.
<b>Site</b>	(34-228) means an Eskom department, unit, complex, building, specific project, work site, or the site where agents, clients, principal contractors, contractors, suppliers, vendors, and service providers provide a service to Eskom, directly or indirectly
<b>Service provider</b>	any private person or legal entity that provides any service(s) to Eskom for compensation
<b>Subsidiary</b>	(32-94) an enterprise controlled by another (called the parent) through the ownership of greater than 50% of its voting stock
<b>Supplier</b>	(32-1034) means a natural or legal person who renders a service and may include the following current or potential supplier vendor, contractor, consultant
<b>Task</b>	(34-227) a segment of work that requires a set of specific and distinct actions for its completion
<b>Toolbox talks</b>	(34-227) where the team leader, after conducting pre-task planning, shares all the tasks at hand and discusses task allocation, the identified risks, and the control measures with all his/her team members on site before commencing a specific task and documenting the agreed strategy. (This shall be done to ensure common understanding of the tasks, risks, and control measures required.)
<b>The Act</b>	(OHS Act) means the Occupational Health and Safety Act No. 85 of 1993, as amended, and the Regulations thereto
<b>Visitor</b>	any person visiting a workplace with the knowledge of, or under the supervision of, an employer.

## 2.4 Abbreviations

Abbreviation	Description
<b>AIA</b>	Approved Inspection Authority
<b>BU</b>	Business Unit
<b>CE</b>	Chief Executive
<b>CNC</b>	(Eskom) Customer Network Centre
<b>CR</b>	Construction Regulations of the OHS Act
<b>COID Act</b>	Compensation for Occupational Injuries and Diseases Act

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Abbreviation	Description
AIA	Approved Inspection Authority
BU	Business Unit
CE	Chief Executive
DMR	Driven Machinery Regulations
DEL	Department of Employment and Labour ( Inspection and Enforcement services – Provincial office)
EAP	Employee Assistance Program
EP	Emergency Preparedness
ERfW	Environmental Regulations for Workplaces
GAR	General Administrative Regulations
GSR	General Safety Regulations
HCS	Hazardous Chemical Substances
LDV	Light Delivery Vehicle
LoG	(COID) Letter of Good Standing
MSDS	Material Safety Data Sheets
NEMA	National Environmental Management Act
OHS Act	Occupational Health and Safety Act and Regulations, 85 of 1993
SACPCMP	South African Council for the Project & Construction Management Professions
SABS	South African Bureau Standard
SANS	South African National Standard

## 2.5 Roles and Responsibilities

### 2.5.1 Commitment

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

### 2.5.2 Principal contractor

Shall:

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1. Carry out all duties as listed in section 8, 9 and 10, the various other regulations that form part of the OHS Act and Regulation 7 of the Construction Regulations.
2. The principal contractor must notify the provincial director of the Department of Labour in writing of all construction work
3. Carry accountability and responsibility for the safety and health of their employees and their appointed contractors within their working area, as contemplated by section 37(2) of the OHS Act;
4. Shall keep a record of all employees including the appointed contractor employees, including date of induction, relevant skills and licenses and be able to produce this list at the request of the Eskom Project Manager.
5. Ensure that all their appointees are made aware of their accountabilities and responsibilities in terms of their appointment and that they advise and assist these appointees in the execution of their duties.
6. Ensure that the minimum legislative, regulatory and Eskom SHE requirements are complied with on all work sites.
7. Give the Eskom project managers and line managers / responsible managers their full participation and cooperation.
8. Compile a SHE (health and safety) file where all relevant health and safety records must be kept for each work site.
9. The principal contractor must hand over a consolidated (to include any appointed contractors files) health and safety file to the Eskom project manager on completion of the project. This is to include all drawings, designs, lists of materials used and other applicable information about the completed project, as well as the list of appointed contractors, the agreement, and the type of work completed.
10. The principal contractor must provide the project manager with a certified copy of his/her Compensation Commissioner's valid letter of good standing before the commencement of work and any future renewal letters obtained during the project for record-keeping purposes.

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11. Appoint competent staff to perform the project work and ensure that all employees are trained in the health and safety aspects relating to such work and that the employees understand the hazards associated with all other work being carried out on the project.
12. Ensure that all employees are conversant with all relevant work procedures and that they adhere to such procedures. Co-ordinate the activities of all the appointed contractors in the interests of safety and health;
13. Stop his /her employees and any appointed contractors if project work is not in accordance with the health and safety plan or if such work poses a threat to the health and safety of persons or a risk of degradation to the environment.
14. Appoint full-time competent employees in writing to supervise the performance of all specified work throughout the contract period.
15. Ensure that the supervisor or manager do not supervise work on any site other than the site for which such supervisor has been appointed for.
16. Appoint a full or part time safety officer or construction safety officer (registered with SACPCMP) in writing.
17. Not victimise or dismiss employees, by virtue of the employees divulging health and safety information or suspecting such information has been divulged, in the interests of health and safety requirements;
18. Follow a process of disciplinary action if any of their employees or their appointed contractor employees has transgressed any of the requirements of the health and safety specification, safety and health plans, site rules or any other requirements.
19. Ensure that all appropriate precautions are taken to protect persons (visitors, members of the public, and other contractors) present at work or in the vicinity of a construction site against all risks that may arise from such site.
20. Before the commencement of any work, conduct risk assessments which shall include public safety. This should be done by a competent person appointed in writing with a view to identify hazardous and potentially hazardous work operations.

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21. Ensure that pre-task risk assessments are conducted and documented daily and prior to the starting of any new task, irrespective of whether it is a repetitive task or not.
22. Take prime responsibility for all aspects of environmental management associated with the project activity for which they are responsible..
23. Prior to having pre-employment and periodic medicals fitness examinations conducted, person/man job specifications must be compiled and handed to the occupational health practitioner.
24. Ensure that pre-employment, periodic and exit medicals are carried out on their employees. Medical assessments must be conducted by a registered Occupational Health Practitioner. During the pre-employment medical, where employees will be required to work at heights, they will also be required to undergo the required employee physical and psychological fitness examinations.
25. Ensure, prior to the commencement of construction work, that all persons involved in the project work, as well as the appointed contractors, have received a health and safety induction training session. Similarly, ensure that all visitors to site undergo the site's induction training.
26. Ensure, prior to the commencement of construction work or contracted work, that all their employees involved in the project work, as well as the appointed contractors, have received task-specific training.
27. Issue risk-based personal protective equipment (PPE) as a measure of last resort to their employees, inspect such equipment regularly and ensure recipients of PPE are trained in the proper use, care and where necessary, the maintenance of PPE;
28. Erect their own site camp, temporary buildings, storage areas, toilets, fencing, and any other structure as may be required. Any such structures shall be positioned and erected in compliance with any instructions from the Eskom project manager and the relevant site safety and fire prevention requirements;
29. On completion of the work remove all structures erected by them, and where required by law rehabilitate the environment.

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30. Where performing work with the environment, ensure that minimal damage is done and that where an Environment Management Plan is in place, then adhere to the plan.
31. Respect the rights of land owners/lessors and the preservation of their registered activities;
32. Must have a substance abuse program which must be in line with the requirements of the OHS Act.
33. Ensure that no alcohol or other intoxicating substances are brought on to, or remains on the work sites.
34. Ensure that all equipment and tools used comply with OHS Act requirements with respect to condition, use, care, storage, maintenance, and the management of these;
35. Ensure that all incidents are reported and investigated timeously by competent incident investigators.
36. Establish health and safety committees, hold such committee meetings on all sites, and ensure that appointed contractors participate in their health and safety meetings.
37. Chair their own health and safety committee meetings and record such meetings.
38. Principal Contractor shall develop/ establish an OHS COVID-19 Integrated Strategy which should as an example cover the below, however it's very critical to note that these are not the only elements to be covered. All Disaster Management Act, 57 of 2002- Government Gazettes promulgated in line with an attempt to curb the spread of the pandemic shall be taken into account
39. Particular note should be taken of Clauses 16.5 and 16.6 of the Directive:
40. Clause 16.5: A manager shall be appointed to address employee or workplace representative concerns and to keep them informed and, in any workplace in which a health and safety committee has been elected, consult with that committee on the nature of the hazard in that workplace and the measures that need to be taken.

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41. Clause 16.6: Ensure that measures required by (COVID-19 Occupational Health and Safety Measures in Workplaces COVID-19 (C19 OHS), 2020 Directive and its risk assessment plan are strictly complied with through monitoring and supervision.

42. In terms of Regulations issued in terms of Section 27(2) of the Disaster Management Act, 2002 (Government Gazette 43258, GNR 480, published on 29 April 2020) - All principal contractors whom will be permitted to operate during Alert Level 4, must designate a COVID-19 compliance officer in writing who will oversee the:-

(i) Implementation of the plan referred to in sub regulation (b); and

(ii) Adherence to the standards of hygiene and health protocols relating to COVID-19 at the workplace,

### 2.5.3 Contractor site supervisor or Contract Supervisor

Must:

1. Be competent to perform the required supervisory tasks;
2. Ensure their employees and all appointed contractors comply with the required statutory and Eskom project requirements;
3. Inspect all work done to ensure adherence to Eskom's standards and specifications
4. Conduct follow-up inspections to ensure findings are closed out and preventative action is in place.
5. Discuss all SHE related problems with the relevant contractor management timeously in the first instance and thereafter the Eskom project manager in the second instance relating to procedure requirements, non-conformance's identified, corrective actions, audits and inspection schedules.
6. Ensuring that quality records are maintained in accordance with legislative and Eskom requirements;
7. Continual liaison between the principal contractor, and employees.
8. Ensures that employees are aware of latest standards, procedures, work instructions and safety regulations issued by Eskom:
9. Conduct site Inspections for compliance to SHE requirements and compiles the relevant inspection reports.
10. Submit the observation reports to the relevant management.
11. Have meaningful participation in the project statutory health and safety committee meetings.

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12. Participate in incident investigations.
13. Participate in the principal contractors emergency preparedness planning.
14. Ensure that own employees and are competent to perform the tasks assigned.
15. Assist the principal contractor with the handing over process, in particular the SHE file and relevant documentation.
16. Ensure that all Covid-19 regulations are being adhered to and support is given to employees for compliance

#### 2.5.4 Employees

Must:

1. Be responsible for their own safety and health and that of their co-workers;
2. Co-operate with their employer to meet all of the employer's as well as legislative and Eskom requirements;
3. Familiarise themselves with their responsibilities during induction and awareness training sessions, some of which are:
  - a. familiarising themselves with their workplaces and safety and health procedures;
  - b. working in a manner that does not endanger them or cause harm to others;
  - c. ensuring that the work area is kept tidy;
  - d. reporting all incidents and near misses;
  - e. protecting fellow workers against injury by performing job observations;
  - f. reporting unsafe acts and unsafe conditions;
  - g. reporting any situation that may become dangerous; and
  - h. carrying out lawful orders and obeying safety and health rules;
4. Who become aware of any person disregarding a safety notice, instruction, or regulation, immediately report this to the person concerned. If the person persists, stop that person from working, and report the matter to contractor management and/or Eskom's project manager or supervisor immediately.
5. Not damage alters, remove, render ineffective, or interfere with anything that has been provided for the protection of the site or for the health and safety of persons this includes any guarding of machinery or equipment.
6. Obey any safety signs and adhere to any site demarcation at all times.
7. When entering or leaving the site, do so via the official designated access/departure routes. Where reflective jackets/bibs are required to be worn, wear them.
8. Be subjected to any disciplinary action, if having transgressed any of the requirements of the health and safety site rules, Eskom requirements, company requirements, or legislative requirements.
9. Avoid any act that may endanger their own health and safety or that of fellow employees, members of the public, or visitors who may be affected by their acts and/or omissions at work.

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10. Have the right to obtain proper information from their employer regarding health and safety risks and measures related to the work processes.
11. Use facilities placed at their disposal and not misuse anything provided for their own protection or that of others.
12. Have the right to remove themselves from danger when they have good reason to believe that there is an imminent and serious danger to their health and safety and have the duty to inform their supervisor immediately of such danger.
13. Report to their supervisor (in the first instance), the principal contractor (in the second instance), and/or the Eskom project manager, any substandard acts and/or conditions that have come to their attention and that have not been rectified or acted on by their contractor management timeously.
14. Have the right and the duty at any workplace to participate in ensuring healthy and safe working conditions, to the extent of their control, over the equipment and methods of work adopted.
15. Maintain the surrounding area of the work site in a neat and tidy condition this include the Covid-19 related hygiene practice.
16. Have meaningful participation in regular health and safety meetings.
17. Have the right to refuse to perform or continue to perform any task/job on the grounds of health, safety, and environmental concerns.
18. When given instructions, understand the instructions and be permitted to clarify those instructions.
19. Employees shall ensure that disaster management regulations are adhered to by keeping social distance and masking up at all times and sanitising at all times.

#### 2.5.5 Contractor Health and Safety officer

1. Promote a SHE culture within the organisations involved in the project / contract.
2. The contractor's safety and health officer shall assist in the control of all health and safety including Covid 19 related matters on the sites.
3. Be involved in the developing the project SHE plan and SHE policy.
4. Be in constant liaison and cooperate with Eskom's SHE professionals responsible for providing them with a health and safety service.
5. Ensure that this SHE specification is adhered to by his/her principal contractor.
6. Conduct audits and inspections of all work sites for the duration of the project.
7. Be involved in the organisations incident investigations when required.
8. Participate in the organisation's statutory and non-statutory health and safety committees meetings.
9. Conduct organisational, site and visitor induction training.
10. Stop any employee from performing construction work which is not in accordance with the principal contractor's health and safety plan which poses a threat to the health and safety of persons.

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11. Ensure that no alcohol or other intoxicating substances are brought on to, or remains on, the premises / work sites and that no employee remains on site if he/she is under the influence. Furthermore, report such instances to contract management.
12. Make themselves available and ensure co-operation of employees under their control to undergo breathalyser and drug testing while entering and/or being on any Eskom work site by Eskom.
13. Carry out frequent behaviour observations of employees under their control at least monthly.
14. Ensure that the disaster management act and its regulations are adhered to, regarding Covid -19 related issues

### 3. Specification

#### 3.1 Scope of work

Scope of work for Provision of maintenance and repairs of various buildings in substations within the Limlanga cluster

- Brick work
- Painting (Walls, doors, ceiling, roofs, fascia boards and floors)
- Waterproofing
- Removing of roof coverings
- Installations of new roof covering
- Replacement of roof ventilation
- Floor covering Carpentry and Joinery
- Taking out damaged ceiling and install a new ceiling.
- Plastering and making good of finishes.
- Repair and replace faulty plumbing.
- Breaking down and removing brickwork
- Take down and remove doors, windows, roofs, floors, channelling, ceilings, partitions, and make good finishes.
- Remove and replace Chequer plates inside control rooms above cable trenches.
- Remove and replace damaged floor coverings /tiles.
- Taking out and moving sundry joinery work
- Taking out and removing joinery fittings, setting aside for re-use and later refixing in new position
- Re -fixing of existing doors, windows Hacking up/off and removing ceramic tile floor and wall finishes including removing mortar bed or backing and preparing concrete or brick surfaces for new screed, plaster, or tile finishes.
- Opening through existing wall

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- Remove and replace damaged lights fittings and bulb tubes.
- Remove and replace damaged electrical wall socket.
- Repair/ replace of existing “Daynight” switches at Substation buildings.
- Maintenance of Aircons and replacement of faulty aircons.
- Repair and replace faulty gutters.
- Repair and or replace faulty DB boards.

## 3.2 Legal Compliance

### 3.2.1 Section 37(2) (Legal) Agreement

A section 37(2) agreement must be signed between Eskom project manager and the principal contractor at the time of awarding the project.

The original copy of the section 37(2) Agreements must be retained by the contractor and a copy retained by the responsible project manager.

A copy of all the agreements must form part of the respective contractor’s SHE files.

### 3.2.2 Hazardous work by children (Child Labour)

The constitution of the Republic of South Africa, in the “Bill of Rights” is clear on the rights of children, especially when it comes to:

1. being protected from exploitative labour practices;
2. not to be required or permitted to perform work or provide services that
  - i. are inappropriate for a person of that child’s age; or
  - ii. place at risk the child’s well-being, education, physical or mental health or spiritual, moral or social development;

and the Basic Conditions of Employment Act, Chapter six Section 43 “Prohibition of employment of children”.

Before resorting to the use of child labour, due consideration must be given to the rights of the child in terms of the constitution. Where work is being performed which is not prohibited in terms of the constitution, then such work must be conducted in terms of the OHS Act

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“Regulations on Hazardous Work by Children in South Africa” with emphasis on paragraph 2 Purpose and Interpretation. Eskom does not condone the use of child labour and therefore all effort must be exercised and child labour should not be used.

### 3.2.3 OHS Act

The principal contractor shall have an up to date copy of the OHS Act and regulations which will be available to all employees.

### 3.2.4 Legislative compliance

The principal contractor and all appointed contractors will comply with all the legislation pertaining to this project being:

- The Constitution of the Republic of South Africa (particularly Section 24 of the Bill of Rights).
- Occupational Health and Safety Act 1993 (Act 85 of 1993) and its Regulations.
- National Environmental Management Act 1998 (Act 107 of 1998).
- Environment Conservation Act 1989 (Act 73 of 1989).
- National Water Act 1998 (Act 36 of 1998).
- Civil and Building Work Act.
- National Road Traffic Act 93 of 1996.
- Compensation for Occupational Injuries and Diseases Act.
- Disaster Management Act 57 of 2002
- Applicable international standards.
- Eskom Operating Standard for Low Voltage Reticulation Systems.
- SANS Standards –Contractor shall use the relative standards applicable to the project.
- Eskom standards and procedures relative to low voltage work.

### 3.3 Eskom Requirements

The principal contractor shall, before commencement of the project ensure that all their employees are familiar with the relevant Eskom SHE documentation that is applicable to project.

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**Note:** All contractors shall, before commencement of work in an allocated Eskom CNC area of responsibility, visit such CNC at least one (1) week prior to entering, advising the CNC supervisor of their intention to perform work in the area.

### 3.4 Construction Professional Registration

The principal contractor shall be registered in their respective levels as professionals in terms of the requirements of the SACPCMP.

- SHE professionals (Construction Safety Officers) are required to register as professionals with the SACPCMP.

### 3.5 Notification of Construction Work

The principal contractor must notify the relevant provincial director of the Department of Labour of the intention of carrying out any construction work as defined in Construction Regulation 4 of the Act. The notification form of construction work is listed as an annexure to the construction regulations of the OHS Act. A copy of the notification letter sent to the DoL shall be forwarded to the Project Manager on the same day as sent to the DoL. A copy of the letter and their approval must be kept in the SHE file.

### 3.6 SHE Policy

SHE policy is a statement of intent and a commitment by the organisation's CE and senior management in relation to the relevant SHE roles and responsibilities, the achievement of their strategic objectives, values of integrity, customer satisfaction, excellence, and innovation.

The principal contractor, if already not in place, will be required to compile an organisational SHE policy in line with their SHE responsibilities. The Company SHE policy must be reviewed, depicting all Top Management commitment to Disaster Management Act (C19 – OHS) regarding Covid -19 and all related legislations. The policy must be signed by the organisation's CE or the appointed assistant to the CE OHS Act Section 16(2). The policy must be displayed in a prominent place within the workplace. A copy of the policy must be filed in the contractor SHE files and attached as an annexure in the SHE Plan.

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### 3.7 COID

The principal contractor shall be registered with an appropriate employment compensation commissioner and have available a valid letter of good standing (LoG) from such commissioner. The obligation lies with the contractors to ensure that the LoG remain valid throughout the contract period. A copy of the LoG must be filed in the contractor SHE files.

**NOTE:** All occupation diseases and Covid-19 that is proven to be obtained beyond reasonable doubt at the workplace must be reported to COID.

### 3.8 Costing for SHE within the Project

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

### 3.9 Statutory Appointments

For the duration of the project, the principal contractor shall appoint competent employees who will meet the requirements of the OHS Act. Where appointments are made, contractors shall ensure that the appointees have been suitably trained and or informed of their responsibilities before getting them to accept such appointment. The relevant statutory appointments shall be made in accordance with the requirements of the OHS Act which includes the requirement of a competent person being appointed in the relevant roles. The statutory appointments should include but not limited to the following:

- OHS Act Construction Regulation 8(8) – Construction Supervisor
- OHS Act Construction Regulation 8(7) – Assistant Construction Supervisor
- OHS Act Construction Regulation 8(5) – Construction Health and Safety Officer
- OHS Act General Administrative Regulation 9(2) – Incident Investigator
- OHS Act Section 19 (3) - Health and Safety Committee Member
- OHS Act, Section 17 – Health and Safety Representative.
- OHS Act Construction Regulations 13(1)(a) – Excavation supervisor
- OHS Act Construction Regulation 9(1) - Risk Assessor
- OHS Act Construction Regulation 10(1) - Fall Protection Plan developer

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- OHS Act: Construction Regulations 23(1)(d)(i) - Construction Vehicle and Mobile Plant Operator
- OHS Act: Construction Regulations 24(c) - Electrical Installations and Machinery
- OHS Act: Construction Regulations 28(a) - Stacking and Storage Supervisor
- OHS Act General Safety Regulation 13(a)- Ladder inspector
- OHS Act: Construction Regulations 29(h) - Firefighting Equipment Inspector
- OHS Act General Safety Regulations 3(4) – First Aider
- Principal contractor appointing the COVID-19 Compliance Officers shall ensure that the names of the COVID-19 Compliance Officers are displayed in conspicuous areas and be communicated to the employees

### 3.10 Eskom Life-saving Rules

1. Eskom views health and safety in high esteem and encourages that any organisation who performs work for Eskom in Eskom adopt the same view.
2. Five Life-saving rules have been developed that will apply to all Eskom Employees, agents, consultants, and **contractors**. Failure to adhere to these rules by any Eskom employee or employee of a Principal Contractor will be considered a serious transgression. These rules are being implemented to prevent serious injury or death of any employee.
3. If any contractual work will be performed on any Eskom premises (including delivery of any product), then the rules **shall be obeyed** by any contractor and their employees.

The rules are:

RULE	DESCRIPTION OF RULE
Rule 1	<b>OPEN, ISOLATE, TEST, EARTH, BOND, AND/OR INSULATE BEFORE TOUCH</b> ( That is plant, any plant operating above 1000 V)

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Rule 2	<b>HOOK UP AT HEIGHTS</b>  Working at height is defined as any work performed above a stable work surface or where a person puts himself/herself in a position where he/she exposes himself/herself to a fall from or into.
Rule 3	<b>BUCKLE UP</b>  No person may drive any vehicle on Eskom business and/or on Eskom premises:  Unless the driver and all passengers are wearing seat belts.
Rule 4	<b>BE SOBER</b>  No person is allowed to be under the influence of intoxicating liquor or drugs while on duty
Rule 5	<b>PERMIT TO WORK</b>  Where an authorisation limitation exists, no person shall work without the required permit to work.

Eskom will take a stance of zero tolerance on these rules.

Non-compliance to a Life Saving rule will be considered serious misconduct and will lead to serious disciplinary action, which may include dismissal.

This is to ensure that **every person** who works on or visits an Eskom **returns home safely to his or her family.**

### 3.11 Substance Abuse

1. Alcohol and substance abuse poses a significant threat to any business, more so in industrial incidents and the driving of vehicles. Eskom is therefore, entitled to take reasonable steps to ensure that intoxicated persons are identified and prevented from entering Eskom.
2. General Safety Regulation 2A is clear on the legal stance regarding intoxication.
3. The alcohol and drug permissible level is 0%.
4. Principal contractor shall comply with Eskom's procedure 32-37 ("Substance Abuse Procedure"), taking in to account that this is an Eskom Life-saving Rule number 4: BE

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SOBER”), this means anyone entering the Eskom will be subjected to ad hoc alcohol testing.

5. Contractors are encouraged to compile their own manual and to carry out regular alcohol testing of their own employees. The legislative alcohol level is deemed to be zero.
6. Test records must be treated as “Confidential” and filed in the employees’ personal file.

### 3.12 Contractor organisational Structure

#### Principal Contractor Organogram

The principal contractor must provide an organisational organogram related to this project, depicting all the levels of responsibility from the CE down to the supervisors responsible for the project. List the relevant positions held, names of appointees and legal appointments.

This organogram must be kept up to date and filed in the project SHE files.

### 3.13 Risk assessment (refer to 32-520)

It is a legal requirement in terms of Section 8 (2)(d) of the OHS Act for an employer to carry out risk assessments, to establish which risks and hazards are attached to the health and safety of persons due to any work which is performed, any article or substance which is, handled, stored, transported. A risk assessment is defined as an identification of the hazards present in an organisation and an estimate of the extent of the risks involved, taking into account whatever precautions are already being taken.

It is essentially a three stage process:

- identification of all hazards;
- evaluation of the risks;
- Measures to control the risks.

Risk assessments are required to be maintained. This means that significant changes to a process or activity, or any new process or activity should be subjected to a risk assessment and that if new hazards come to light during the work process, then these should also be subjected to risk assessments. Risk assessments for long term processes should be periodically reviewed and updated. Method statements or written safe work procedures are an effective method as information and record of the way jobs / tasks must be performed.

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A Baseline Risk Assessment must be reviewed and updated on a continuous basis—addressing all inherent and potential risks/hazards associated with the COVID- 19 pandemic.

Daily or issue based or task specific or on the job risk assessments must be conducted at the place where work is to be performed/ conducted to allow managers and employees to assess any inherent risks that could have been overlooked during the initial risk assessment or any changes that might have occurred in a period of absence. For example if a job / task is extended over a day or halted due to inclement weather.

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

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

### 3.14 Safe work procedures / method statements

Method statements / written safe work procedure are control measures used to prevent an incident from occurring during the execution of the project. A written Live Work safe work procedure/ method statements provide guidance how to execute the task safely. A safe working procedure should be written when:-

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

The safe working procedure should identify:

- d. The supervisor for the task or job and the employees who will undertake the task;

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

### 3.15 Construction Sites

1. The contractor must develop a fire safety procedure for the construction site prior to commencing work. The procedure must take into consideration the size of the site/s, the type of work performed and amount of combustible materials. Cognisance of OHS Act CR 29 must be made.
2. It must be developed in conjunction with Eskom Fire Risk Management requirements and all other applicable Regulations. All workers entering and working in the construction site need to be trained in fire safety and any duties they are required to perform.
3. A suitable fire warning system for alerting site personnel of fire shall be provided, and capable of being heard in all areas of the site.
4. Appropriate portable extinguishers must be available on the construction site and be readily available at the location.
5. Storage of combustible and flammable liquid in the construction site is not permitted unless stored in approved flammable cabinets or outdoors away from the buildings.
6. Site Smoking Restrictions must be enforced. No open flames are permissible and where hot work is performed, the work areas must be cleared of any combustibles prior to commencement of work.
7. Maintenance of Personal Hygiene on Site – Provision of clean water and soap; 70% Alcohol based content sanitizers – prominently displayed at strategic points with visible signage.

### 3.16 Fire Equipment and maintenance

1. All firefighting equipment's that have been provided shall:

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- a. Be clearly labelled
- b. Conspicuously numbered
- c. Entered in a register
- d. Inspected monthly by a competent person
2. Tested and serviced at recommended intervals by an accredited supplier
3. Results entered in the register and signed by competent person.

### 3.16.1 Refuelling at the construction site

With the exception of construction vehicles and mobile equipment, before a machine is refuelled, the motor must be stopped. Refuelling shall take place at designated safe areas and appropriate warning signs installed. Suitable drip trays must be used to prevent spillage at the filling nozzle.

### 3.17 First Aid and Equipment

1. The requirements of the OHS Act GSR 3 must be observed.
2. First aid appointments must be made to meet the requirements, this includes construction sites. Appointees must be trained to level 2. It is good practice for all employees to be trained to at least level 1.
3. When appointing employees for work sites, cognisance must be taken into account the type of work performed, the distance teams are working apart and the terrain to be covered if an emergency should arise.
4. A list of emergency numbers must be displayed on the notice boards and made accessible for all employees.
5. Principal Contractor must ensure that his /her employees are familiar with the emergency numbers.
6. Contractors shall have one first aid box for the first 5 persons and thereafter one for every 50 or team of workers on site or part thereof, taking into account the type of work performed and the distance between teams.
7. More first aid boxes shall be provided in accordance with the risk assessment. Boxes must be available and accessible for the immediate treatment of injured persons at the workplace.
8. For offices, signs indicating where the first aid box or boxes are kept as well as the name and contact details of the First Aider of such first aid box or boxes shall be erected.

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9. The Principal Contractor and appointed contractor shall ensure that alternative arrangements be made for incidents occurring after working hours.

### 3.17.1 Boxes and equipment

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

- Item 1: Wound cleaner/antiseptic (100ml).
- Item 2: Swabs for cleaning wounds.
- Item 3: Cotton wool for padding (100 g).
- Item 4: Sterile gauze (minimum quantity 10).
- Item 5: 1 Pair of forceps (for splinters).
- Item 6: 1 Pair of scissors (minimum size 100 mm).
- Item 7: 1 Set of safety pins.
- Item 8: 4 Triangular bandages.
- Item 9: 4 Roller bandages (75 mm X 5 m).
- Item 10: 4 Roller bandages (100 mm X 5 m).
- Item 11: 1 Roll of elastic adhesive (25 mm X 3 m).
- Item 12: 1 Non-allergenic adhesive strip (25 mm X 3 m).
- Item 13: 1 Packet of adhesive dressing strips (minimum quantity, 10 assorted sizes).
- Item 14: 4 First aid dressings (75 mm X 100 mm).
- Item 15: 4 First aid dressings (150 mm x 200 mm).
- Item 16: 2 Straight splints.
- Item 17: 2 Pairs large and 2 pairs medium disposable latex gloves.
- Item 18: 2 CPR mouth pieces or similar devices.

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

### 3.18 SHE Communication Systems

Principal Contractor/s must develop a communication strategy outlining how they intend to communicate SHE issues to their staff, the mediums they will employ and how they will measure the effectiveness of their SHE communication. Below is a brief on how

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communication should take place. Where project meetings are conducted on site, SHE shall be included as a standing agenda point and minutes of these meetings shall be available on site at all times. Minutes of meeting must be compiled and filed in the relevant SHE files. All employees shall have access to these minutes. Attendance register shall be kept for all the health and safety meetings.

### 3.18.1 Statutory Health and Safety Committees

1. The principal contractor shall establish statutory health and safety committee in terms of Section 19 of the OHS Act, Act.
2. The Committee shall meet to discuss SHE issues concerning the current work being performed, training, upcoming work and SHE requirements, incidents and lessons learned specific SHE problems, safety performance, action plans and other relevant SHE issues. Listed below is a preferred agenda.
3. SHE representatives for a workplace shall be members of the relevant workplace safety committees (Refer to Section 19 (2) (a) of the OHS Act).
4. The number of persons nominated by employer must not be more than the Health and Safety Representatives on that specific statutory health and safety committee. (Refer to Section 19(2)(c) of the OHS Act)
5. A statutory health and safety committee meeting shall be held at least 3 monthly (where medium to high risk work is involved, more frequent if required), and all appointed members of the committee shall attend the meeting.
6. Statutory health and safety committees may make recommendations to the principal contractor and the project manager and the Inspector at DoL.
7. All health and safety committees shall discuss all projects related OHS Act Section 24 and 25 incidents and other notified serious incidents.
8. Health and safety committees shall follow up on incident investigation recommendations and shall keep record of all recommendations made by the committee.
9. Statutory health and safety committees may make recommendations for the revision of current standards, procedures and practices.
10. The principal contractor shall ensure that statutory and non-statutory health and safety committees carry out their duties.
11. The chairperson of the health and safety committees shall be selected and appointed by the contractor. The appointed chairperson must be competent to chair meetings and be able to make informed decisions.

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### 3.18.2 Non-statutory health and safety committees

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

### 3.18.3 Agenda

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

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- Housekeeping.
- Work permits.
- Work procedures.
- Hazardous materials / substances.
- Fire Prevention
- Occupational Hygiene Assessments, Health Risks and Actions
- Security
- Construction vehicles and mobile equipment
- Rules, Instructions
- Public Safety
- Environmental Management
- Emergency Preparedness
- Statistics report
- Closure

#### **3.18.4 Minutes and action items for all health and safety committee meetings**

1. Minutes and record of action items shall be kept of all health and safety committee meetings.
2. Action column with target dates and responsible person shall be clearly visible on the minutes and shall be completed during the meeting.
3. Statutory health and safety committee meeting minutes and record of action items shall be kept for the duration of the project or a minimum period of three years.
4. Non-statutory health and safety committee meeting minutes shall be kept for the duration of the project or a minimum period of 12 months.
5. All other meeting minutes where SHE is on the agenda, shall be kept for a minimum period of 12 months.
6. The original copy of the minutes and record of the action items must be signed by the chairperson.

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- The relevant project manager and principal contractor shall endorse the relevant minutes with his/her recommendations and return the minutes to the relevant contractors chairperson within 14 calendar days of the meeting.

### 3.18.5 Tool box talks / Daily team talks / pre job meetings

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

### 3.19 SHE Training

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

#### 3.19.1 Induction training

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1. The principal contractor shall ensure that all his / her employees have undergone the Eskom Safety Contractor Management induction training prior to commencing work on site.
2. Attendance registers must be completed of any induction training given, which must indicate that they have received and understood the induction training.
3. Prior to attending the induction training, all employees must undergo a pre-employment medical examination and found fit for duty. A copy of the certificate of fitness must be kept in the SHE file on site for the duration of the project.

### 3.19.2 Site specific induction training

The principal contractor shall ensure that all his / her employees undergo site specific work induction with regard to the approved project SHE plan, general hazards prevalent on the construction site, construction risk assessment, rules and regulations, and other related aspects.

### 3.19.3 Visitors to site induction

1. Visitors to the site shall be required to undergo and comply with the principal contractor's site-specific safety induction prior to being allowed access to site.
2. All visitors must remain in the care and custody of a person (host) who has been properly inducted. No visitors are permitted to undertake any work onsite, of any nature.

### 3.19.4 General training

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

## 3.20 Contractor Site Establishment

1. Principal contractor's site facilities should be managed at all times.
2. Prior to establishing a project site, a site plan is required to be drawn listing position of all buildings, amenities, storage and stacking areas. The appropriate colour coding and demarcation of storage and stacking areas must be carried out.

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3. Where, working in the field and material is stored at the work sites, then proper stacking and storage shall be carried out.
4. When compiling the site plan, cognisance must be taken to the establishment of the site camp, ablution facilities and dining area in relation to one another and away from stacking and storage areas.

### 3.20.1 Construction vehicle safety

1. It is the responsibility of the driver to ensure:
  - a. Their passengers wear seat belts whilst the vehicle is in motion.
  - b. Comply with all traffic road rules, safety, direction and speed signs.
  - c. Ensure that vehicle loads are properly secured prior to moving off.
  - d. Ensure that vehicles are not overloaded.
2. No drivers or operators may text, talk on cell phones or two way radios whilst driving, unless a hands free kit is used.
3. All drivers of construction vehicles are to have valid medical fitness certificates.
4. Each Project site that is enclosed by demarcation will have system/ process to manage vehicle access to site.
5. Contractor must maintain their vehicles in a roadworthy condition and a vehicle license must be valid at all times.
6. Drivers of light vehicles must avoid stopping or parking in the vicinity of machines. At least 30 (thirty) meters must be left clear between such a vehicle and such a machine
7. Contractor vehicles can be subject to inspections by the Client's representative. Vehicles which are not roadworthy will not be permitted to be used on the project.
8. Drivers/operators shall be responsible for the travel-worthiness of all loads conveyed by them. Precautions shall be taken to secure all loads properly. Loads projecting from vehicles shall be securely loaded.
9. Precautions for Covid-19 protocols must be adhered to at all times, from hygiene to good practice eg. Sanitise surfaces good ventilation.

### 3.20.2 Electrical Installations and Machinery on Construction sites

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The Principal Contractor shall ensure that electrical installations and machinery on construction sites conform to the requirements of the OHS Act and the relevant SANS standards.

Before construction commences and during the progress thereof, adequate steps are taken to ascertain the presence of, and guard against, danger to workers from any electrical cable or apparatus which is under, over or on the site;

The Principal Contractor shall ensure that all parts of electrical installations and machinery are of adequate strength to withstand the working conditions on construction sites;

The control of all temporary electrical installations on the construction site is designated to a competent person who has been appointed in writing for that purpose;

All temporary electrical installations used by the contractor are inspected at least once a week. This must be done by a competent person and the inspection findings must be recorded in a register that's kept on the construction site; and

All electrical machinery is inspected by the authorised operator or user on a daily basis.

The person inspecting the electrical machinery must use the relevant checklist when conducting the inspection. He must also record the findings and keep the register on the construction site.

### 3.21 Housekeeping and Order

1. Principal contractor shall maintain a high standard of housekeeping within their sites and vehicles for the duration of the project.
2. Prompt disposal of waste materials, scrap and rubbish is essential.
3. All packaging material including boxes, pallets, crates, etc. to be removed from the work area immediately.
4. On completion of his / her work, the contractor is responsible for clearing his / her work area of all materials, scrap, temporary buildings and building bases to the satisfaction of the client.
5. In cases where an inadequate standard of housekeeping has developed, compromising safety and cleanliness, anyone has the responsibility to bring it to the attention of the principal contractor in the first instance and the Eskom project/site manager in the second instance.

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6. The Eskom Project/Site Manager has the right to instruct the principal contractor to cease work until the area has been tidied up and made safe. Neither additional costs nor extension of time to the contract shall be allowed as a result of such a stoppage.
7. The principal contractor shall carry out regular safety/housekeeping inspections (at least weekly) to ensure maintenance of satisfactory standards. The principal contractor shall document the results of each inspection and shall maintain records for viewing.

### 3.21.1 Stacking

1. Adequate care must be taken by the contractor to ensure that storage and stacking is carried out correctly and safely.
2. Correct stacking must be carried out, heavy and bulky on the bottom, light and small on top.

### 3.22 Workplace Signage and Colour Coding

1. Symbolic safety signage shall be displayed where it is required by legislation.
2. All symbolic safety signage shall conform to the requirements of SANS standard 1186.
3. Signs shall be positioned to be seen from most positions within the work sites.
4. All signage must be clear at all times and be replaced timeously when worn out.
5. Contractors establishing sites must erect a company sign at their site offices to reflect the name and contact details of the: Construction Supervisor; Health and Safety Manager/Practitioner; First Aider; Health and Safety Representative and Evacuation warden.
6. The location of every first aid box; fire extinguisher and emergency exit is to be clearly indicated by means of a sign.
7. Contractors shall provide signage where work is conducted and where unauthorised entry is prohibited and/or where alerting and cautioning passers-by to be aware of potential dangers.
8. The meanings of the appropriate symbolic signage must be discussed during induction training and toolbox talks.
9. Covid-19 signs must be regarded as Safety signs and must be adhered to by all visitors and employees, posted at all places for all to see.

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### 3.23 Tools and Equipment

1. Principal Contractor shall ensure that all tools and equipment are listed on an inventory list, be regularly inspected at least monthly or as required by legislation and risk assessments. The equipment should be numbered or tagged so that it can be properly monitored and inspected.
2. Where applicable, tools and equipment must have the necessary approved test or calibration documentation prior to being brought onto the project and the records shall form part of the SHE file. Maintenance calibration shall be undertaken in terms of the manufacturer's requirements.
3. All fuel driven equipment must be properly maintained in accordance with the manufacturer's recommendations and legal requirements.
4. Eskom reserves the right to inspect tools or items of equipment brought to site by the principal contractors for use on this project.
5. Should Eskom personnel find any item that is inadequate, faulty, and unsafe or in any other way unsuitable for the safe and satisfactory execution of the work for which it is intended, the Eskom personnel shall advise the contractor in writing and the contractor shall forthwith remove the item from site and replace it with a safe and adequate substitute.

#### 3.23.1 Hand tools

1. All hand tools (hammers, Fire beaters, Spades, chisels, spanners, etc.) must be recorded on a register and inspected by the construction supervisor on a monthly basis as well as by users prior to use.
2. Tools with sharp points in tool boxes must be protected with a cover.
3. All files and similar tools must be fitted with handles.
4. No make shift tools are permissible on the project.

### 3.24 Ladders

1. Ladders used shall conform to the requirements of GSR 13A and used in terms of GSR 6.
2. The appropriate head protection, with chin strap shall be worn by employees working from a ladder or with climbing irons.
3. All metal parts to be in good condition, no cracks.
4. Non-slip devices must be in good condition and no paint to be on wooden ladders

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5. The working at heights risk assessment must indicate the use of ladder working at heights.
6. Employees using a ladder shall be suitably trained in the use, care and maintenance of such.
7. The correct fall protection equipment shall be worn and used whilst climbing up, working from and climbing down ladders.
8. A detailed inspection of all ladders shall be conducted monthly by a competent person and every time prior to climbing by employees using such ladders. The inspection check lists must be filed in the site SHE files.

### 3.25 Auditing

#### 3.25.1 Compliance and Approval of principal contractor SHE plan

The Principal Contractor's SHE Plan will be audited against compliance checklist so as to verify compliance to the requirements of the Eskom SHE specifications. Once there is compliance only then will the principal contractors SHE plans be approved by Eskom. The implementation of the SHE Plan shall be assessed / audited by Eskom personnel on a regular basis. This will include physical conditions evaluation.

#### 3.25.2 Eskom SHE audits

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

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

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

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

#### 3.25.3 Contractor audits

Principal Contractors are required to conduct internal audits on the implementation of their SHE Plan on a monthly basis or when the scope of work changes. A summary of the findings and the proposed corrective actions shall be submitted to Eskom project manager within one week after completion of the audit.

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### 3.26 Smoking

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

### 3.27 Cellular Phones

The national requirements regarding the use of cellular phones must be observed, in particular when driving and or operating mobile equipment and or machinery.

### 3.28 Occupational Health, Hygiene and Rehabilitation

Principal contractor is required to develop an Occupational Health, Hygiene and Rehabilitation program. The program is intended to ensure that the risks to health are identified and controlled.

#### 3.28.1 Medicals

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

1. Principal contractors must ensure that their employees have a medical surveillance program whereby their employees under go entry, periodic and exit medical fitness examinations.
2. In order for the appropriate medical examinations to be conducted, each employee must have a man job specification, which must indicate the description of work, list of hazards and potential occupational exposure limits, physical hazards and required physical attributes.
3. Medical fitness certificates shall be renewed annually for employees who are working on site. This shall be maintained until completion of the project.
4. The principal contractor shall provide a documented process for managing those employees who are issued with a conditional certificate of fitness.

### 3.29 Working at Heights

#### 3.29.1 General Requirements

Persons may only work from a fall risk position if a site-specific fall protection plan is in place and correctly implemented and consists of the following:

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

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

Working at heights training requirements:

Every employer shall ensure that no person engages in any activity in relation to work at heights unless they are competent to do so:

1. Only training providers that uses competent training instructors and assessors who are SETA -accredited and SAQA registered in terms of the relevant unit standard shall be used.
2. All contractors who work at heights or who will require to do rescue at heights shall receive: a) FAS training, SAQA unit standard 229998, three days training, b) Rescue training, SAQA unit standard 229995 , two days training
3. The client or Contractor may initiate further training (eg Advanced rescue SAQA unit standard 229999) applicable to the type of work and ensure their employees are trained

### **Fall protection Plan requirements**

The falling fall protection plan and prevention plan must be developed with must meet the following minimum contents requirements in mind:

1. Introduction

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2. Scope of work
3. Appointments of Personnel (Appointment and Authorisation)
4. Risk Assessment (that is site specific with regards to fall risks for the work performed)
5. Training and Competence ( SAQA unit standard 229994)
6. Medical certificates and outlining medical requirements for working at heights
7. Equipment Maintenance Storage and testing including use and specification
8. Access techniques to be used
9. Rescue Plan including techniques and evacuation plans, emergency response

Adherence to fall protection plan is mandatory

The Fall Protection Plan must be monitored and reviewed as required by the work performed and changes in hazards.

The Fall Protection Plan must include the rescue plan.

#### **Every employer shall ensure that work at height is:**

1. properly planned;
2. appropriately supervised; and
3. Carried out in a manner that is, as far as is reasonably practicable, safe and that its planning includes the selection of work equipment.
4. Supervisor shall ensure that employees working at heights shall be observed and observation must be recorded

#### **Use of Cherrypicker or MEWP**

All the requirements related to the use of aerial platforms shall be observed, that is to say, the applicable load testing, Servicing or machinery weight calculations shall be done before bucket is in used.

The appropriate Distribution task manuals / instructions related to use Cherrypicker/MEWP shall be used throughout the project.

#### **3.30 Personal Protective Equipment Requirements**

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

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2. All contractors shall comply with the requirements of GSR 2 of the OHS Act.
3. The risk based PPE matrix must be compiled detailing the types of PPE that is required to be issued to employees performing the respective tasks.
4. Principal contractor shall ensure that their visitors wear and use the correct PPE whilst on worksites.
5. Where PPE is required and visitors are not in possession of, then it is the individual contractor's responsibility to provide the PPE.
6. All PPE purchased and used by all contractor employees including visitors must comply with the relevant SANS standards.
7. Where deemed as a requirement, then high visibility vests shall be worn.
8. The specific PPE required for COVID – 19 Cloth face masks/surgical masks to be used on entering and leaving the site
9. Principal contractor shall ensure Live Work PPE and maintainances there of is adhered too The Principal Contractor must provide a detailed procedure with a matrix on the issuing, maintenance and replacement of PPE for all his employees and contractors on site.
10. The Principal Contractor is required to keep an updated register of all PPE issued, including that of his employees and contractors.

### 3.31 Incident Management

Principal contractor to report all incidents, to the Eskom project manager within 24 hours using the Eskom flash report

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

Principal Contractor shall use the standard General Administrative Regulation Annexure 1 "Recording of an Incident" form for all incident investigation reports. The objective of incident investigation, should not only be a legal requirement, but should establish why and how the incident occurred and find out the real root cause of the incident and to decide on precautionary measures that are required to address the root cause to prevent any further recurrences of the same or similar incidents.

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COVID-19 Contact Management and reporting of positive cases - Please note to outline specific national department of health and labour requirements with regards to COVID -19 Incident Management and take into account.

If a worker has been diagnosed with COVID-19, the principal contractor must investigate the cause including any control failure and review its risk assessment to ensure that necessary controls and PPE requirements are in place.

### 3.32 Emergency Management

The art of emergency preparedness and response is to minimise the effects of any emergency and to restore normal activities as soon as practical. The contractor must familiarise themselves with the Eskom emergency response plan and procedure. Periodic emergency drills must be undertaken to test the effectiveness of the plan. This must be recorded and provided on request.

Emergency preparedness and response planning – shall be reviewed and incorporate all potential emergencies associated with COVID 19- procedures to deal with them (taking into account the regulations on how the Employer shall manage this, references shall be made to relevant acts/ laws where applicable

### 3.33 Permit to work

When a project work require the erection of MV and or LV lines which will encroach on the existing 11 000 and 400 000 volts lines, the principle contractor and the respective contractor shall request the Eskom CNC responsible for the respective area for authority to work in close proximity and sign for and work under Eskom ORHVS permit system. The principle contractor shall be responsible for appointed contractor's compliance's to this requirement

When permits are issued the control of permits must be in accordance to the organisational permit system. Permits issued will be controlled in accordance to the Eskom ORHVS system

### 3.34 Excavation

Requirements of construction Regulation 13 of OHS Act, shall apply  
Prior to commencing work on any excavation of trench, utility owners shall be contacted and advised of the proposed work and to determine the location of all underground installations; i.e., sewer telephone, water fuel, electricity, etc. Overhead hazards shall be assessed and dealt with prior to commencement of work.

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Adequate precautions shall be taken by contractor to prevent slumping of excavations, as well as to prevent rocks and loose material falling on to workers.

All excavations done by the contractor are to be clearly demarcated and barricaded to prevent accidental access. Where poles and or cables cannot be placed in the relevant excavation on the same day it is dug, then either the excavation shall be back filled, a solid fixed cover placed over the open hole, which shall cover the entire hole or a substantial barricade places around the hole.

If an excavation of trench endangers the stability of buildings or walls, shoring, bracing, or underpinning will be provided. Excavations and trenches that are adjacent to backfilled excavations or trenches, or which are subject to vibrations from railroad traffic, blasing in open cast mining or the operation of machinery (e.g., shovels, cranes, trucks), must be secured by a support system, shield system or other protective systems.

All excavations must be on register and inspected daily before work commences and after inclement weather by the contractor's appointed competent person, declared safe and his findings noted in the said register. Principal contractors, contractors supervisors are to review said register on a regular basis.

Whilst work is being performed in an excavation, there shall be adequate supervision at all times

Where excavation is carried out for cables then every twelve meter there shall be an escape ladder, in all excavations.

No work shall commence in excavation unless the excavation has been declared safe by the competent person.

Danger tape may only be used as a pre-warning to make the solid barricading more visible and to prevent the person from coming close to the danger area.

Barricading must be placed as close as possible to the excavation.

Barricading material /fencing that will withstand any forces greater that 100kg shall be used. In rural areas where there is any livestock and or people who can inadvertently fall into any excavation, it is ideally that the excavation be backfilled or a suitable sturdy cover be placed over be placed over the whole excavation and be prevented from being lifted by inquisitive persons.

In urban areas and or near occupied land, warning signs and flashing warning lights at night shall be displayed in suitable positions to warn any persons approaching the area of the location and extent of any excavation.

### 3.35 Environmental Management

**Note 1:** In the event of any perceived conflict between the “environmental laws” and the contract documents, the Contractor shall, prior to commencing the work, refer such conflict to the Project Management Team for clarification.

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**Note 2:** Environmental protection shall include, but not be limited to, noise pollution, gaseous emissions, noxious and/or offensive odours, liquid waste collection and solid waste separation and collection.

1. One of Eskom's environmental strategies is the development and implementation of an environmental management system (EMS). Linked to this is a requirement for the development and implementation of environmental management programmes (EMPs).
2. Contract organisations are expected to develop strategies in order to prevent any environmental impact in relation to the type business they conduct.
3. Contractors shall be conversant and in the course of carrying out the contract works shall comply with the provisions of all Acts, regulations, ordinances, by-laws, Standards, Codes, Rules and requirements of public, municipal and other authorities.
4. The Eskom audit team may at any time without notice to the contractors examine and investigate the contractors' compliance with all applicable legislation and the environmental management conditions.
5. At all times during the execution of the works, the contractor shall preserve and protect the natural environment in the general area of the site and the external areas that may be affected by his/her operations.
6. The Project Team may at any time without notice to the contractors examine and investigate the Contractors' compliance with all Applicable Legislation and the environmental management conditions.

### 3.35.1 Duty of care

1. Where the project involves working directly with the environment, contractors shall take care in preventing environmental degradation, throughout the project. Where tasks involve damaging the environment, then the contractor shall rehabilitate such damage to the satisfaction of the land owner.
2. All construction work shall require an environmental management plan (EMP) that sets out what actions will be taken for what activities, to ensure environmental impact is avoided, reduced and impacted areas rehabilitated and restored.
3. Commencement of construction activities may only commence once there is confirmation that all required environmental approvals (e.g. environmental authorisation, water use license, tree cutting license, atmospheric emissions license, records of decisions from relevant heritage agency). If no environmental approvals are required, this must be confirmed and signed off by the project manager.
4. Where required the principle contractor must appoint an Environmental Control Officer who will be responsible to ensure that all the project environmental legislative and Eskom requirements are adhered to.

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5. Environmental Care must be taken in serious consideration specially when vegetation work or bush clearing needs to take place in the projects

**As per the scope of work pruning of trees will only be done with authorisation of the Client.**

### 3.36 Non-Conformance and Compliance

1. Any non-compliance to any health and safety requirement in this SHE specification is subject to discipline in terms of the Eskom Procurement and Supply Management Procedure.
2. The procedure for the issuing and closing off of non-conformance reports shall be strictly adhered to.
3. Contractor project management must monitor the close out non-conformances issued, in not doing so; any recommendations made may not be implemented.
4. Where non-conformances are issued by Eskom then one of the close-out steps of the procedure will be for the offender to be called by the responsible project manager to explain the non-conformance issued and what plan is in place to prevent a recurrence of the non-conformance.
5. Should the contractor fail to provide adequate PPE to their employees for the tasks being performed and/or to visitors; failure to enforce the wearing of such PPE will be viewed as a transgression of the legislative and Eskom requirements.

### 3.37 SHE File

1. A SHE file means a file or other record in permanent form, containing the information about the safety and health management system during construction and all information relating to the post-construction phase after handover to the client, so that the client can maintain the works in a healthy and safe way.
2. Principal contractor is required to keep a SHE file on the project site. Contractors may keep additional files at their head office as additional records. The SHE file shall be available on request for audit and inspection purposes.
3. The SHE file shall consist of the requirements in terms of the project's safety specification, the contractor's safety and health plans.
4. The sequence of filing the documentation must be kept in the same sequence as listed in this SHE specification, SHE plan and site specific OU requirements.

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5. Each record shall be separated by partitions to afford easy identification and access. Each partition must be labelled.

### 3.38 Work Stoppage

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

### 3.39 Hours of Work

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

#### 3.40.1 Normal work

All work conducted on site shall fall within the legal requirements in accordance with the Basic Conditions of Employment Act. Contractors will notify their Eskom project manager of any work that needs to be performed after hours according to the agreed arrangements.

#### 3.40.2 Overtime

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

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### 3.40 Omissions from Safety and Health Requirements Specification

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

Should Eskom not have addressed all SHEQ aspects pertaining to the work that is being executed the contractor needs to include it in the SHE plan and inform Eskom of such issues when signing the contract.

### 3.41 Contract Sign-Off

On completion of the project, the principal contractor shall close out his/her project documentation and SHE files and forwards such to the Eskom project manager

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Occupational Health and Safety Baseline risk assessment template				
Business/Operating unit:	MOU construction baseline risk assesment			Next Review Date (every 2 years):
Date:				Document identifier Revision number: Revision date:
Refer to Occupational Health and Safety Risk assessment procedure 32-520				
List activity	Hazard Identification	Associated risk	What are the possible consequences?	Control Owner

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List specific activities to be performed taking into consideration the equipment to be used, the personnel involved in the task.	Anything with potential to cause of harm. <b>Note:</b> A hazard can pose more than one risk.	A chance that injury , ill health or damage could occur as a result of uncontrolled hazard.	Consider the worse case scenario without controls?	Person allocated the responsibility for implementing the agreed controls
1.Driving motor vehicle( travelling to and from site)	Driving on a gravel and tarred road	Driving above speed limit and colliding with an animal ,	fatality	Principal contractor
	Obstructions on the roads(people, animal, trucks)	Third party colliding with employee Vehicles, Domestic and stray animals on the road	lost time injury	Principal contractor
	Driving in inclement weather conditions and bad terrain	Not adjusting speed to weather conditions while driving None adheance to Safety Following distance	Fatality	Principal contractor
	Overloading	vehicle rolling over or overturning	lost time injury	Principal contractor

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	Long Distance/hours driving	Fatigue due to working long hours and lifestyle habits,	medical injuries	Principal contractor
	Commuting between sites	Travelling with unknown case of COVID 19 infected person in one vehicle	fatality/ occupational disease	Principal contractor
2. Customer Service	Unruly Customers	Angry/unsatisfied customer/ poor communication channels	lost time injury	Principal contractor
	Community Unrests	Service Delivery Protest	lost time injury	Principal contractor
	Working and entering Customers premises	Possible exposure to communicable diseases including Covid-19 and dog bites	Occupational Diseases medical injuries	Principal contractor

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3. Working in the field	Working in hot weather conditions	direct and indirect contact with Sun UV rays, and objects	Skin Cancer/Heat stroke	Principal contractor
	Working in cold weather conditions	direct and indirect contact with cold temperatures and old objects	hyperthermia,cold water immersion	Principal contractor
	Insects (bees, wasps, scorpions, spiders)	nsects bites on visible exposed skins and other routs of entry	Allergic reaction i.e.. pain, redness or fainting. Possible fatality.	Principal contractor
	Snakes	Snake bites		Principal contractor
	uneven terrein	slips, trips and fall	lost time injury	Principal contractor
4. Work at Height ( stringing of conductor, intallation of equipment and dismantling of equipment); Working in Close Proximity to live apparatus	Fall From Height	Fall from Height or Suspended at height	Nearmiss	Principal contractor
	Contact with electricity	Burns /injuries	fatality	Principal contractor

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	Defective Ladders	Ladder breaking causing a fall	lost time injury	Principal contractor
	Operating under power lines/live structures	Electrical contact	lost time injury	Principal contractor
5. Lifting and rigging (crane operating, installing equipment and dismantling of equipment, loading and offloading)	Use of Faulty lifting Equipment	loss of load,flying objects	lost time injury	Principal contractor
	Crane overload	Striked by a falling object	lost time injury	Principal contractor
	Exposure to vibration	Carpal tunnel syndrome whole body vibration	Carpal tunnel syndrome whole body vibration	Principal contractor
6. Excavation: Manual(digging by hand) and mechanical ( using rock driller diesel auger ) Drilling of holes.	Awkward movement/poor body posture	Back, shoulder neck, feet injuries/discomfort	medical injuries	Principal contractor
	Dust	Respiratory track irritation, eye irritation and fatigue	dust inhalation	Principal contractor
7 Compacting	noise	exposure to excessive noise	Noise induced hearing loss	Principal contractor
	Awkward posture	Back, shoulder neck, feet injuries/discomfort	Muscular-Skeletal Disorder	Principal contractor

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	Dust ( cement and general)	inhalation of dust	Respiratory tract irritation and respiratory diseases	Principal contractor
9. Storage of flammable material	Poor Body posture when handling material	Sprain ,dislocation and cut by injuries	medical treatment	Principal contractor
10 Civil Maintenance	Mishandling material/ objects	Struck by injuries	first aid treatment/Injuries	Principal contractor
11 Manual Material Handling	Repetitive arm movement	Ergonomics (muscle sprain and pain)	injuries	Principal contractor
	Lifting of heavy equipment		lost time injury	Principal contractor
12 Operation Areal Platforms (Cherry pickers- Lifting people working on power lines	Unauthorised personnel operation lifting equipment	Property/lifting equipment damage	Injury of fatality	Principal contractor
13Live Work Activities	Live electricity	Electrocution/ Arch Flash overs	Injury fatality	Principal Contractor
14 Using Portable tools	Improper usages of tools	Twisting arms and wrists	injuries	Principal contractor
16 Painting	Exposure to paint	Inhalation of paint vapours	Respiratory irritations	Principal Contractor

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