

Occupational Health and Safety Baseline risk assessment																														
Project/Dept:		Transmission OHS Base Line Risk Assessment										Next Review Date: (every 2 years)				31-Mar-21		Unique Identifier		240-70044602										
Date:		23-Aug-22								Prepared by: Mathula Thulare		Authorized By:		Date: 2022/08/23				Revision:		1										
																Revision date:		31-May-24												
Refer to Occupational Health and Safety Risk assessment procedure 32-520																														
1: List activity		2: Hazard Identification			3: Risk Identification							4: Assess & Analyse Risks							4: Evaluate Risk							5: Reduce & Eliminate				
List activity (When applicable)	Hazard nr	Hazard Identification	Risk Nr	Associated risk (Risk identification)	Risk type	Exposed group/employees	Exposure patterns	Cause(s) of the risk	Risk Owner	Conditions/Routine/No n-routine	What are the Consequences?	Existing Controls	First determine Consequence and then the Likelihood of that Consequence.	Risk Priority Rating	Additional Controls or Tasks Aimed at improving Existing Controls	First determine Consequence and then the Likelihood of that Consequence.	Risk Priority Rating	Monitoring Mechanisms	Control Owner	Legal and Other Requirements	Initial Target Date	Revised Target Date	Current Status							
List specific activities to be performed taking into consideration the equipment to be used, the personnel involved in the task.	=	A hazard is anything that is likely to lead to an event that will have an adverse impact on achieving an objective. A hazard can pose more than one risk.	#	A physical event occurs or could occur in relation to the hazard	Safety or health	Who is exposed to the hazard i.e. Employees, visitors, members of the public, etc.	The frequency and duration the person/group is exposed to the hazard e.g. Daily for 3 hrs.	What causes the risk to come into effect?	Who is accountable for making sure the controls and monitors are: - in place, implemented, regularly reviewed for effectiveness.	Indicate Yes or No/Yes if routine and No if non-routine. These should change to conditions that could not be reasonably anticipated e.g. Emergencies	What is the expected adverse impact on the objective?	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring)	Consequence Likelihood		RCE Risk Control Effectiveness	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) Elimination Engineering Controls Administrative Controls Personal Protective Equipment (PPE)	Consequence Likelihood	How we know if we are succeeding. Include comments on effectiveness. This may include i.e. measurements, inspections, supervision where necessary.	Person allocated the responsibility for implementing the agreed controls	Where relevant, list the relevant legislative and or Eskom requirements that prescribe the control.	Once a date has been agreed to, this can not be changed	Used if, for any reason, a Target Date is revised. Use the Comments field to explain.	Pending, In Progress, Complete							
Vegetation Management	1	Pruner and Chainsaws	1.1	Noise Induced hearing Loss	Health	Employees, Contractors	Once/Twice a month (+8 hrs a day)	Not wearing ear protection while using chainsaws	Grid Manager	Yes	Noise Induced Hearing Loss (NIHL) causing partial or permanent deafness leading to a medical incident or LTI	1. Training and awareness on noise induced hearing loss. 2. Task risk assessments. 3. Toolbox talks 4. Use of hearing protection	4	3	II	F	1. Periodic medical screening includes audiometric tests 2. Continuous servicing of equipment 3. Occupational Hygiene Surveys 3. Safe work Instructions	4	3	II		Inspection records Medical surveillance programme Supervision Planned job observations	Lines & Servitude Manager	OHS Act 85 of 1993, NIHL regulations, SANS 10083 and Eskom hearing conservation procedure, Incident Management Procedure 32-95						
			1.2	Suffer eye injury	Safety	Employees, Contractors	Once/Twice a month (+8 hrs a day)	Not wearing eye protection while using a pruner	Grid Manager	Yes	Permanent/ partial eye loss leading to a medical incident or LTI	1. Training and awareness on the use of chain saws and pruner. 2. Task risk assessments. 3. Tool Box talks 4. Use of eye protection	4	3	II	F	1. Routine medical screening includes eye tests 2. Safe work Instructions	4	2	III		Inspections Supervision Planned job observations	Lines & Servitude Manager	OHS Act 85 of 1993, COIDA act, Eskom Risk assessment procedure 32-520, Incident Management Procedure 32-95,						
			1.3	Inhaling petrol fumes	Health	Employees, Contractors	Once/Twice a month (+8 hrs a day)	Not wearing respirator protection while using chainsaws and Pruner	Grid Manager	Yes	1. Acute effects are eye, nose, throat and lung irritation, headaches, light headedness, and nausea. 2. Allergic people becomes more susceptible to what they are allergic to, inflammation of the lungs which may aggravate chronic respiratory symptoms and increase the frequency & intensity of asthma attacks. 3. Long term inhalation will contribute to	1. Training and awareness on hazardous chemical substances. 2. Task risk assessments. 3. Tool box talks 4. Use of respiratory protective equipment	4	3	II	F	1. Occupational hygiene medical screening includes Pulmonary function tests 2. Safe work Instructions Safe work Instructions	4	2	III		Behavioural Safety Observations, Supervision	Lines & Servitude Manager	OHS Act 85 of 1993, HCS Regulations, Incident Management Procedure 32-95,						
			1.4	Inhaling Dust	Health	Employees, Contractors	Once/Twice a month (+8 hrs a day)	Not wearing breathing mask protection while using chainsaws and pruner	Grid Manager	Yes	Chest/ breathing complications temporary or permanent leading to a medical incident or LTI	1. Training and awareness on the use of Chain saws and pruner. 2. Task risk assessments. 3. Tool box talks 4. Use of respiratory protective equipment	4	3	II	F	Periodic medical screening includes Pulmonary function tests Safe work Instructions	4	2	III		Behavioural Safety Observations, Job observation, Supervision	Lines & Servitude Manager	OHS Act 85 of 1993, HCS Regulations, Incident Management Procedure 32-95,						
			1.5	Minor Cuts or serious body injury	Safety	Employees, Contractors	Once/Twice a month (+8 hrs a day)	Not wearing appropriate PPE including hats, sun block creams in hot weather. In cold weather not using appropriate warm jackets and clothing. Not doing proper Risk assessments.	Grid Manager	Yes	Damage or a loss to a limb resulting in amputation leading to a medical incident or LTI.	1. Training and awareness on the use of Chain saws and Pruner. 2. Task risk assessments. 3. Use of appropriate PPE 4. Tool Box Talks	4	3	II	F	1. Planned Job observations 2. Routine supervision 3. Safe work Instructions	4	2	III		Behavioural Safety Observations, Job observation, Supervision	Lines & Servitude Manager	OHS Act 85 of 1993, Incident Management Procedure 32-95,						
			1.6	Trees/branches falling causing injury whilst tree felling/ bush clearing	Safety	Employees, Contractors	Once/Twice a month (+8 hrs a day)	Not doing proper Risk assessments.	Grid Manager	Yes	Temporary or permanent body injury. Could result in fatality.	1. Training and awareness on the use of Chain saws. 2. Task risk assessments. 3. Tool box talks. 4. PPE	4	3	II	F	1. Refresher training every 3 years on HIRA 2. Safe work Instructions	4	2	III		Behavioural Safety Observations, Job observation, Supervision	Lines & Servitude Manager	OHS Act 85 of 1993, Eskom Risk assessment Procedure, 32-520, Eskom SHEQ Policy 32-727, Incident Management Procedure 32-95,						
	2	Extreme Temperatures	2.1	Sun burns, heat stroke, frost bites	Health	Employees, Contractors	Once/Twice a month (+8 hrs a day)	Not Wearing appropriate PPE including hats, sun block creams in hot weather. In cold weather not using appropriate warm jackets and clothing. Not doing proper Risk assessments.	Grid Manager	Yes	Temporary or permanent body illness	1. Awareness on working in extreme temperatures 2. Task risk assessments. 3. Tool Box Talks 4. Use of appropriate PPE	4	3	II	F	1. Sharing of Lessons learnt from past or recent incidents 2. Continuous drinking of water 3. Safe work Instructions	4	1	IV		Job observation, Supervision Medical surveillance	Lines & Servitude Manager	OHS Act 85 of 1993, Eskom Risk assessment Procedure, 32-520, Eskom SHEQ Policy 32-727, Incident Management Procedure 32-95, COIDA Act						
	3	Snakes, ticks, mosquitoes, bees, spiders & scorpions	3.1	Bitten by snakes, ticks, mosquitoes, bees, spiders & scorpions	Health	Employees, Contractors	Once/Twice a month (+8 hrs a day)	Not wearing appropriate PPE including shin pads. Not doing appropriate Risk assessments.	Grid Manager	Yes	Bee stings, scorpion or poisonous snake bites leading to a medical incident, LTI or fatality.	1. Training and awareness of exposure to snakes and insects. 2. Task risk assessments. 3. Tool box talks 4. Use of appropriate PPE.	5	3	II	F	1. Continuous awareness on exposure to snakes and insects 2. Task risk assessments 3. Safe work Instructions	5	3	II		Supervision Continuous risk assessment Training and awareness	Lines & Servitude Manager	OHS Act 85 of 1993, Eskom Risk assessment Procedure, 32-520, Eskom SHEQ Policy 32-727, Incident Management Procedure 32-95, COIDA Act						
	4	Brush cutters	4.1	Noise Induced hearing Loss	Health	Employees, Contractors	Once a week (+8 hrs a day)	Not wearing ear protection while using brush cutter	Grid Manager	Yes	Noise Induced Hearing Loss (NIHL) causing partial or permanent deafness leading to a medical incident or LTI	1. Training and awareness on noise induced hearing loss. 2. Task risk assessments. 3. Occupational Hygiene Surveys 4. Safe work Instructions	4	3	II	F	1. Periodic medical screening includes audiometric tests 2. Continuous servicing of equipment 3. Occupational Hygiene Surveys 4. Safe work Instructions	4	2	III		Inspections, servicing, Medical surveillance programme	Lines & Servitude Manager	OHS Act 85 of 1993, NIHL regulations, SANS 10083 and Eskom hearing conservation procedure, Incident Management Procedure 32-95, COIDA Act						
			4.2	suffer eye injury	Safety	Employees, Contractors	Once a week (+8 hrs a day)	Not wearing eye protection	Grid Manager	Yes	Permanent/ partial eye loss leading to a medical incident or LTI	1. Training and awareness on the use of Brush Cutters. 2. Task risk assessments. 3. Inspection of equipment 4. BSO 5. Safe work Instructions	4	3	II	F	1. Supervision 2. Planned job observations 3. Inspection of equipment 4. BSO 5. Safe work Instructions	4	2	III		Inspections, servicing, Periodical Medical screening	Lines & Servitude Manager	OHS Act 85 of 1993, COIDA Act, Eskom Risk assessment procedure 32-520, Incident Management Procedure 32-95,						
			4.3	Inhaling petrol fumes	Health	Employees, Contractors	Once a week (+8 hrs a day)	Not wearing breathing mask protection while using brush cutters	Grid Manager	Yes	1. Acute effects are eye, nose, throat and lung irritation, headaches, light headedness, and nausea. 2. Allergic people becomes more susceptible to what they are allergic to, inflammation of the lungs which may aggravate chronic respiratory symptoms and increase the frequency & intensity of asthma attacks. 3. Long term inhalation will contribute to mutation of cells that will lead to lung and bladder cancer. 4. Prolonged skin exposures may cause variety of skin conditions. 5. Long term exposure will cause suppression of the central nervous system	1. Training and awareness on the use of Brush Cutters 2. Task risk assessments. 3. Tool Box Talks 4. Use of appropriate PPE 5. MSDS	4	3	II	F	1. Continuous awareness on the use of petrol 2. Safe work Instructions	4	2	III		Behavioural Safety Observations Supervision Periodical Medical screening	Lines & Servitude Manager	OHS Act 85 of 1993, HCS Regulations, Incident Management Procedure 32-95, COIDA Act						
			4.4	Breathing of Dust	Health	Employees, Contractors	Once a week (+8 hrs a day)	Not wearing breathing mask protection while using brush cutters	Grid Manager	Yes	Chest/ breathing complications temporary or permanent leading to a medical incident or LTI	1. Training and awareness on the use of Chain saws and pruner. 2. Task risk assessments. 3. Tool box talks 4. Use of respiratory protective equipment	4	3	II	F	1. Periodic medical screening includes Pulmonary function tests 2. Safe work Instructions	4	2	III		Behavioural Safety Observations, Job observation, Supervision	Lines & Servitude Manager	OHS Act 85 of 1993, HCS Regulations, Incident Management Procedure 32-95						
			4.5	Minor cuts or serious body injury	Safety	Employees, Contractors	Once a week (+8 hrs a day)	Not wearing appropriate PPE including gloves. Not doing appropriate Risk assessments.	Grid Manager	Yes	Damage or a loss to a limb resulting in amputation leading to a medical incident or LTI.	1. Training and awareness on the use of Brush Cutters. 2. Task risk assessments. 3. Tool Box Talks 4. Use of appropriate PPE	4	3	II	F	1. Planned Job observations 2. Routine supervision 3. Safe work Instructions	4	2	IV		Behavioural Safety Observations, Planned job observation, Supervision	Lines & Servitude Manager	OHS Act 85 of 1993, COIDA Act, Incident Management Procedure 32-95						
	5	Extreme Temperatures	5.1	Sun burns, heat stroke, frost bites	Health	Employees, Contractors	Once/Twice a month (+8 hrs a day)	Not Wearing appropriate PPE including hats, sun block creams in hot weather. In cold weather not using appropriate warm jackets and clothing. Not doing proper Risk assessments.	Grid Manager	Yes	Temporary or permanent body illness	1. Awareness on working in extreme temperatures 2. Task risk assessments. 3. Tool Box Talks 5. Use of appropriate PPE	4	3	II	F	1. Continuous awareness on working in extreme temperatures 2. Supply drinking water when working in hot weather condition	4	2	IV		Job observation, Supervision	Lines & Servitude Manager	OHS Act 85 of 1993, Environmental Regulations for workplaces, Eskom risk assessment procedure, 32-520, Incident Management Procedure 32-95,						
	6	Snakes, ticks, mosquitoes, bees, spiders & scorpions	6.1	Bitten by snakes, ticks, mosquitoes, bees, spiders & scorpions	Health	Employees, Contractors	Once/Twice a month (+8 hrs a day)	Not wearing appropriate PPE including shin pads. Not doing appropriate Risk assessments.	Grid Manager	Yes	Bee stings, scorpion or poisonous snake bites leading to a medical incident, LTI or fatality.	1. Training and awareness of exposure to snakes and insects. 2. Task risk assessments. 3. Tool Box Talks 4. Use of appropriate PPE	5	3	II	F	1. Tool Box talks 2. Sharing of lessons learnt	5	3	II		Job observation, Supervision	Lines & Servitude Manager	OHS Act 85 of 1993, COIDA Act, Incident Management Procedure 32-95						
	7	Flying objects	7.1	Suffer eye injury	Safety	Employees, Contractors	Once/Twice a month (+8 hrs a day)	Not wearing eye protection while using chainsaws and pruner	Grid Manager	Yes	Permanent/ partial eye loss leading to a medical incident or LTI	1. Training and awareness on the use of Chain saws and pruner. 2. Task risk assessments. 3. Tool Box talks 4. Use of eye protection	4	3	II	F	1. Periodic medical screening includes eye tests	4	2	IV		Inspections, servicing, medical surveillance programme	Lines & Servitude Manager	OHS Act 85 of 1993, COIDA act, Eskom Risk assessment procedure 32-520, Incident Management Procedure 32-95,						
	8	Wildlife animals	8.1	Minor or serious body injury	Safety	Employees, Contractors	Once/Twice a year (+8 hrs a day)	Animal attacks	Grid Manager	Yes	Temporary/ Permanent body injury. Could result in fatality	1. Consultation with farmers for the allocation of Rangers 2. Task risk assessment 3. Tool box talks	5	1	III	F	1. Authorisation to perform work 2. Allocation of farm Rangers 3. Supervision	5	1	III		Job observation, Supervision	Lines & Servitude Manager	OHS Act 85 of 1993, COIDA act, Eskom Risk assessment procedure 32-520, Incident Management Procedure 32-95,						
Repair of tower members	9	Portable electrical tools	9.1	Noise Induced hearing Loss	Health	Employees, Contractors	Three times a year (+8 hrs a day)	Not wearing ear protection while using grinders, drills.	Grid Manager	Yes	Noise Induced Hearing Loss (NIHL) causing partial or permanent deafness leading to a medical incident or LTI.	1. Training and awareness of using Portable electrical tools. 2. Task risk assessments and checking the portable electrical tools 3. Occupational Hygiene Surveys 4. Use of appropriate PPE	4	3	II	F	1. Periodic medical screening includes audiometric tests 2. Continuous servicing of equipment 3. Occupational Hygiene Surveys 4. Safe work Instructions	4	2	III		Inspections, servicing and medical surveillance programme	Lines & Servitude Manager	OHS Act 85 of 1993, Electrical Machinery Regulations, Incident Management Procedure 32-95, COIDA Act						

			9.2	Suffer eye injury	Safety	Employees, Contractors	Three times a year (+-6 hrs a day)	Not wearing eye and face protection while using grinders, drills, and vandal bot machine.	Grid Manager	Yes	Permanent/ partial eye loss leading to a medical incident or LTI.	1. Training and awareness on the use of Portable electrical tools. 2. Task risk assessments. 3. Tool box talks 4. Use of eye protection	4	3	II	F	1. Periodical medical screening includes eye tests	4	2	III	Routine medical screening includes eye tests Safe work Instructions	Lines & Servitude Manager	OHS Act 85 of 1993, Electrical Machinery Regulations, Incident Management Procedure 32-95, COID Act				
			9.3	Minor cuts or serious body injury	Safety	Employees, Contractors	Three times a year (+-6 hrs a day)	Failure to conduct a proper risk assessment.	Grid Manager	Yes	Damage or a loss of limb resulting in amputation leading to a medical incident or LTI.	1. Training and awareness on the use of portable electrical equipment. 2. Task risk assessments. 3. Tool box talks	4	3	II	F	1. Planned Job observations 2. Routine supervision 3. Safe work Instructions	4	2	III	Behavioural Safety Observations, Supervision	Lines & Servitude Manager	OHS Act 85 of 1993, Electrical Machinery Regulations, Incident Management Procedure 32-95, COID Act				
			9.4	Electrical shock	Safety	Employees, Contractors	Three times a year (+-6 hrs a day)	Working in wet weather conditions Be in contact with live conductors	Grid Manager	Yes	Leading to a medical incident or LTI, fatality	1. Training and awareness on the use of portable electrical tools. 2. Task risk assessments. 3. Use of appropriate PPE. 4. Tool Box Talks 5. Safe work instruction	5	2	II	F	1. Sharing of Lessons learnt from past or recent incidents 2. Inspections of portable electrical tools 3. BSO 4. Supervision	5	1	III	Behavioural Safety Observations, Supervision Inspections, Incident records	Lines & Servitude Manager	OHS Act 85 of 1993, Electrical Machinery Regulations, Incident Management Procedure 32-95, COID Act				
10	Lifting of heavy equipment	10.1	Back injuries	Safety	Employees, Contractors	Three times a year (+-6 hrs a day)	1. Incorrect lifting position 2. Use lifting equipping 3. Misjudgement of the weight	Grid Manager	Yes	Leading to a medical incident or LTI.	1. Training and awareness on lifting methods. 2. Task risk assessments. 3. Use of appropriate PPE. 4. Tool Box Talks	4	1	IV	F	1. Behavioural safety observation 2. Supervision 3. Job observation 4. Sharing of lessons learnt from previous incidents	4	1	IV	Behavioural Safety Observations, Supervision	Lines & Servitude Manager	OHS Act 85 of 1993, Electrical Machinery Regulations, Incident Management Procedure 32-95, COID Act					
11	Wild animals	11.1	Minor or serious body injury	Safety	Employees, Contractors	Three times a year (+-6 hrs a day)	Animal attacks	Grid Manager	Yes	Temporary/ Permanent body injury. Could result in fatality	1. Consultation with the farmers for the allocation of Rangers 2. Communication with farmers before entering the sites 3. Tool box talk and task risk assessment	5	1	III	F	1. Authorisation by the farmer to perform work 2. Allocation of Rangers from the farmer 3. Supervision	5	1	III	Job observation, Supervision	Lines & Servitude Manager	OHS Act 85 of 1993, COID act, Eskom Risk assessment procedure 32-520, Incident Management Procedure 32-95					
12	Working in areas with crime	12.1	Robbery, minor or serious body injuries	Safety	Employees, Contractors	Three times a year (+-6 hrs a day)	Attacked by Criminals	Grid Manager	Yes	Temporary/ Permanent body injury. Could result in fatality	1. Awareness on criminal activities in area 2. Task risk assessment 3. Tools box talk	5	3	II	F	1. Liaise with the local SAPS 2. Continuous crime risk awareness in the area	5	3	II	Job observation, Supervision	Lines & Servitude Manager	OHS Act 85 of 1993, COID act, Eskom Risk assessment procedure 32-520, Incident Management Procedure 32-96					
13	Extreme Temperatures	13.1	Sun burns, heat stroke, frost bites	Health	Employees, Contractors	Three times a year (+-6 hrs a day)	Not Wearing appropriate PPE including hats, sun block creams in hot weather. In cold weather not using appropriate warm jackets and clothing. Not doing proper Risk assessments.	Grid Manager	Yes	Temporary or permanent body injury/illness leading to a medical incident or LTI.	1. Awareness of lower inspections/repairs in extreme weather conditions. 2. Task risk assessments. 3. Tool Box Talks 4. Use of appropriate PPE 5. Apply sunscreen	4	3	II	F	1. Sharing of Lessons learnt from past or recent incidents 2. Continuous awareness on working on extreme weather conditions 3. Rest periods 4. Periodic medical screening 5. Supply of drinking water	4	3	II	Supervision and Job observations	Lines & Servitude Manager	OHS Act 85 of 1993, COID Act, Eskom Risk assessment Procedure, 32-520, Incident Management Procedure 32-96					
14	Adverse weather conditions (Heavy rain, hail storm, heavy winds)	14.1	Slip and Fall from the Tower	Safety	Employees, Contractors	Three times a year (+-6 hrs a day)	Tower which is wet may cause a person to slip, strong winds may cause a person to be insecure and panic	Grid manager	No	Falling may cause Major injury or fatality	1. Procedure available, implementation and monitoring of working at heights and awareness raised on the procedure 2. Behavioural Safety Observation conducted to monitor unsafe acts such as climbing a tower when the weather is not conducive 3. Supervision 4. Planned job observations	5	2	II	F	1. Continuous awareness raised on the Work at heights procedure whenever there is a review. 2. Conducting BSO 3. Supervision 4. Planned job observations	5	2	II	Behavioural Safety Observation analysis and follow up of actions	Lines & Servitude Manager	Eskom Working at Heights Procedure, 32-418, Eskom Risk assessment Procedure, 32-520					
15	Snakes, ticks, mosquitoes, bees, spiders & scorpions	15.1	Bitten by snakes, ticks, mosquitoes, bees, spiders & scorpions	Health	Employees, Contractors	Three times a year (+-6 hrs a day)	Not wearing appropriate PPE including shin pads. Not doing appropriate Risk assessments.	Grid Manager	Yes	Bee stings, scorpion or poisonous snake bites leading to a medical incident, LTI or fatality.	1. Training and awareness of exposure to snakes and insects. 2. Task risk assessments. 3. Tool Box Talks 4. Use of appropriate PPE	5	3	II	F	1. Tool Box talks 2. Sharing of lessons learnt	5	3	II	Job observation, Supervision	Lines & Servitude Manager	OHS Act 85 of 1993, COID Act, Transmission Central Grid Emergency Preparedness Plan, 240-16002748, Incident Management Procedure 32-95					
Application of Herbicides	17	Herbicides	17.1	Skin contact	Health	Employees, Contractors	Once a week (+-8 hrs a day)	Not wearing appropriate PPE while mixing or applying herbicides, not following manufacturers specifications on the MSDS	Grid Manager	Yes	Skin damage temporary or permanent leading to a medical incident or LTI. Could Lead to skin cancer.	1. Awareness on safe use of herbicides 2. Correct PPE issued 3. Chemical inventory should be in place 4. MSDS's for all herbicides available 5. Task risk assessments 6. Tool Box Talks	4	3	II	F	1. Continuous awareness on the safe use of herbicides 2. BSO 3. Supervision	4	2	III	Supervision, Behavioral safety Observations	Lines & Servitude Manager	OHS Act 85 of 1993, HCS Regulations, Incident Management Procedure 32-95, COID Act				
			17.1	Inhaling herbicide chemicals	Health	Employees, Contractors	Once a week (+-8 hrs a day)	Not wearing appropriate breathing apparatus while mixing or applying herbicides	Grid Manager	Yes	Chest/ breathing complications temporary or permanent leading to a medical incident or LTI.	1. Awareness on safe use of herbicides 2. Correct PPE issued 3. Chemical inventory should be in place 4. MSDS's for all herbicides available 5. Task risk assessments 6. Tool Box Talks 7. Use of appropriate PPE	4	3	II	F	1. Continuous awareness on the safe use of herbicides 2. Periodic medical screening 3. BSO	4	2	III	Supervision, Behavioral safety Observations	Lines & Servitude Manager	OHS Act 85 of 1993, HCS Regulations, Incident Management Procedure 32-95, COID Act				
			17.1	Ergonomic stress of carrying back spray	Safety	Employees, Contractors	Once a week (+-8 hrs a day)	By carrying heavy weight for a long time. Not taking adequate breaks	Grid Manager	Yes	Medical incident or LTI, muscular skeletal disorder	1. Training and awareness on the use of Back sprays 2. Task risk assessments. 3. Tool box talks 4. Use of appropriate PPE	4	2	III	F	1. Sharing of Lessons learnt from past or recent incidents 2. Continuous awareness on the correct use of back spray 3. BSO	4	2	III	Behavioural Safety Observations, Supervision	Lines & Servitude Manager	OHS Act 85 of 1993, COID Act, Incident Management Procedure 32-95				
Line maintenance	18	Climbing of Towers	18.1	Falling from Heights	Safety	Employees	Daily (6 - 8 hrs a day)	Not Wearing appropriate PPE including fall arrest system. Not doing proper Risk assessments. Not Hooking up at Heights.	Grid Manager	Yes	Temporary or permanent body injury leading to a medical incident or LTI or could result in fatality.	1. Training and awareness of tower inspections. 2. Task risk assessments. 3. Use of appropriate PPE 4. Fall protection plan	5	3	II	F	1. Sharing of Lessons learnt from past or recent incidents 2. Continuous awareness training on working at heights 3. Supervision 4. Plan job observation	5	2	II	BSO report analysis, supervision and Job observation	Lines & Servitude Manager	OHS Act 85 of 1993, COID Act, Life saving rules, working at heights procedure, 32-418, Incident Management Procedure 32-95				
			18.2	Electrical contact	Safety	Employees	Daily (6 - 8 hrs a day)	Not doing proper Risk assessments. Getting too close to live conductors. Not wearing correct PPE.	Grid Manager	Yes	Temporary or permanent body injury leading to a medical incident or LTI or could result in fatality.	1. Training and awareness of tower inspections. 2. Task risk assessments. 3. Tool Box Talks. 4. Use of appropriate PPE 5. Permit to work 6. Supervision	5	3	II	F	1. Sharing of Lessons learnt from past or recent incidents 2. Supervision 3. Plan job observation 4. Safe working procedure 5. ORHVS	5	2	II	BSO report analysis, job observations and inspection reports	Lines & Servitude Manager	OHS Act 85 of 1993, General Safety Regulations, Working at heights procedure, 32-418, Incident Management Procedure 32-95				
19	Working at Heights	19.1	Falling from Heights	Safety	Employees	Daily (6 - 8 hrs a day)	Not Wearing appropriate PPE including fall arrest system. Not doing proper Risk assessments. Not Hooking up at Heights.	Grid Manager	Yes	Temporary or permanent body injury leading to a medical incident or LTI or could result in fatality.	1. Training and awareness on induction/ Static charge and working on close proximity. 2. Task risk assessments. 3. Tool Box Talks 4. Re-Enforcing Life saving rules 5. Using appropriate PPE (Fall arrest system and rescue kit)	5	3	II	F	1. Sharing of Lessons learnt from past or recent incidents 2. Continuous awareness on electrical contact due to induction/ Static charge	5	1	IV	BSO report analysis, verification of Inspections and training	Lines & Servitude Manager	OHS Act 85 of 1993, COID Act, Life saving rules, working at heights procedure, 32-418, Incident Management Procedure 32-95					
			19.2	Extreme Temperatures	Health	Employees	Once/Twice a month (+-8 hrs a day)	Not Wearing appropriate PPE including hats, sun block creams in hot weather. In cold weather not using appropriate warm jackets and clothing. Not doing proper Risk assessments.	Grid Manager	Yes	Temporary or permanent body illness	1. Awareness on working in extreme temperatures 2. Task risk assessments. 3. Tool Box Talks 5. Use of appropriate PPE	4	3	II	F	1. Sharing of Lessons learnt from past or recent incidents 2. Continuous drinking of water 3. Safe work Instructions	4	1	IV	Job observation, Supervision Medical surveillance	Lines & Servitude Manager	OHS Act 85 of 1993, Environmental Regulations for Workplaces and COID Act, Incident Management Procedure 32-95				
Business travelling	20	Other negligent road users	20.1	Injury or fatality to employees or 3rd party	Safety	Employees, Members of the Public.	Daily (6 - 8 hrs a day)	Continuous risk assessment. Safe Driver awareness(Road rage, avoiding reckless drivers, Giving way irrespective of being right)	Grid Manager	Yes	Temporary or permanent body injury leading to a medical incident or LTI, could result in fatality.	1. Driver training. 2. Pre trip inspections 3. Defensive driver training	5	4		P	1. Sharing of Lessons learnt from past or recent incidents 2. Continuous awareness on vehicle and driver safety	5	4		Driver evaluations road risk assessment and Vehicle yearly inspection, sharing of lessons learnt from previous or recent incidents	Departmental manager	OHS Act 85 of 1993, COID Act, Vehicle and Driver safety procedure, 240-62946386, Incident Management Procedure 32-95				
	21	H-jacking or theft	21.1	Injury or fatality to employees or 3rd party	Safety	Employees, Members of the public	Daily (6 - 8 hrs a day)	Due to high risk areas, high crime in the country.	Grid Manager	Yes	Temporary or permanent body injury leading to a medical incident or LTI or could result in fatality.	1. Driver safety awareness/campaigns 2. Defensive driver training	5	4		P	1. Continuous awareness raised on hi-jacking 2. Continuous risk assessment to be done and vigilance while driving	5	4		Driver evaluations road risk assessment and Vehicle yearly inspection, sharing of lessons learnt from previous or recent incidents	Departmental manager	OHS Act 85 of 1993, COID Act, Eskom Risk assessment procedure, 32-520, Incident Management Procedure 32-95				
			21.3	Stress/ trauma to employee	Health	Employees, Members of the public	Daily (6 - 8 hrs a day)	Due to high risk areas, due economic climate, high crime in the country.	Grid Manager	Yes	Temporary or permanent illness	1. Driver safety awareness/campaigns 2. Defensive driver training 3. EAP - trauma counselling	4	5		P	1. Sharing of Lessons learnt from past or recent incidents 2. Continuous awareness on vehicle and driver safety and anti-hijacking awareness	4	4		Manager one on one with employees to determine the health and wellness of employees	Departmental manager	Vehicle and Driver safety management procedure, 240-62946386, Risk Management Procedure, 32-520, Incident Management Procedure 32-95				
			21.2	Night driving	Safety	Employees, Members of the Public	Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	Limited/ Restricted vision	Grid Manager	No	Temporary or permanent body injury leading to a medical incident or LTI or could result in fatality.	1. Driver safety awareness/campaigns 2. Defensive driver training	5	3	II	P	1. Continuous awareness on night driving raised	5	2	II	Continuous awareness on night driving and monitor (Limited night jobs scheduled)	Departmental manager	OHS Act 85 of 1993, COID Act, Life saving rules, Incident Management Procedure 32-95				
22	Fatigue	22.1	Falling asleep while driving.	Safety	Employees, Members of the Public, Contractors		Ability to perceive and judge distance is severely impaired at night.	Grid Manager	No	MVA which may lead to injury or fatality	1. Awareness on fatigue management	5	3	II	P	1. Continuous awareness on fatigue management	5	3	II	Continuous awareness on fatigue management	Departmental manager	OHS Act 85 of 1993, COID Act, Vehicle and driver safety management, 240-62946386, Life saving rules, Incident Management Procedure 32-95					
23	Wild/stray animals	23.1	Hitting a straying animal	Safety	Employees, Contractors	Daily (6 - 8 hrs a day)	Obscured view, Over Speeding, No Fencing along the road	Grid Manager	No	MVA which may lead to injury or fatality	1. Defensive driving 2. Driver awareness 3. Being vigilant 4. Obeying traffic rules	4	3	II	P	1. Continuous awareness and monitoring 2. Sharing lessons learnt from previous incidents	4	3	II	Analysis of incident statistics	Departmental manager	OHS Act 85 of 1993, Risk assessment procedure, 32-520, Incident Management Procedure 32-95, COID Act					
24	Travelling in areas where there are protests	24.1	Loss of control of the vehicle	Safety	Employees, Members of the Public	Monthly	Protestors throwing stones	Grid Manager	No	Possible damage to vehicle and/or injury/fatality	1. Driver safety awareness 2. Protesters safety alerts	4	4		P	1. Continuous awareness raised on listening to protests alerts when undertaking a trip and encourage the use of alternative roads	4	2	III	Create alerts on service delivery strikes/ Demonstrations/ Radio alerts and awareness	Departmental manager	Eskom Risk assessment Procedure, 32-520					
25	Over speeding	25.1	Collision, losing control of the vehicle, unable to stop in time	Safety	Employees, Members of the Public	Daily (6 - 8 hrs a day)	Time Pressure, excitement, Doing things in haste, driving under intoxication	Grid Manager	No	MVA which may lead to injury or fatality	1. Driver safety awareness 2. Disciplinary measures	4	4		P	1. Taking necessary action, 2. Continuous awareness on over speeding	4	2	III	Driver risk profile	Departmental manager	OHS Act 85 of 1993, COID Act, Vehicle and Driver safety procedure, 240-62946386, Incident Management Procedure 32-95					
26	Adverse weather conditions	26.1	Motor vehicle accident	Safety	Employees, member of the public	Seasonal	Rains, fog, mist, whirlwind, snow	Grid Manager	Yes	1. Damage to motor vehicle 2. Temporary or permanent body injuries, Fatalities.	1. Awareness on travelling in bad weather conditions 2. Route risk assessments	4	3	II	F	1. Maintenance and monitoring of existing controls 2. Reinforcement of the implementation of the vehicle driver safety procedure	4	2	III	1. Drive cams and OBC monitoring 2. Monitoring of route risk assessment 3. Monitoring of driver commitment	Departmental manager	OHS Act 85 of 1993, Incident Management Procedure 32-95, Eskom SHEQ Policy, Eskom vehicle and driver safety procedure, Eskom vehicle safety specification					
27	Rough Terrain	27.1	Ergonomic stress of rough terrain	Safety	Lines & servitude (Semi-skilled)	Daily (6 - 8 hrs a day)	Traveling in rough terrain	Grid Manager	Yes	Temporary or permanent illness.	1. Job Training 2. Tool Box Talks 3. Task risk assessments	4	3	II	F	1. Sharing of Lessons learnt from past or recent incidents	4	2	III	Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95.					

	28	Night driving	28.1	Being involved in an accident (Collision, hitting pedestrians, hitting straying animals etc.)	Safety	Employees, Members of the Public, Contractors	Weekly (2 - 4 hrs a day)	Night Blindness	Grid Manager	No	Skin damage temporary or permanent leading to a medical incident or LTI. Could Lead to skin cancer.	1. Risk assessment 2. Buddy system.	5	3	II	P	1. Continuous awareness on night driving raised	5	2	II	Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95.			
	29	Destructions while driving (Cellphone)	29.1	Collision, losing control of the vehicle, unable to stop in time	Safety	Employees, Members of the Public, Contractors	Daily	Lack of concentration, Distraction	Grid Manager	Yes	MVA which may lead to injury or fatality	1. Driver safety awareness/campaigns 2. Defensive driver training	4	4	I	P	1. Continuous monitoring of Drive cams 2. Taking necessary action 3. Continuous awareness on the dangers of cell use while driving	4	2	III	Monitoring Mechanisms on Drive cams	Lines & Servitude Manager	OHS Act 85 of 1993, Vehicle and Driver safety procedure, 240-62946386, Incident Management Procedure 32-95, COID Act			
	30	Driving while stressed/ Psychological stress	30.1	Collision, losing control of the vehicle, unable to stop in time	Safety	Employees, Members of the Public	Daily	Lack of concentration, Distraction	Grid Manager	Yes	MVA which may lead to injury or fatality	1. Driver safety awareness/campaigns 2. Defensive driver training	4	4	I	P	1. Create awareness on vehicle driver safety and psychological stress	4	2	III	Pre-task Employee/ supervisor one on one discussions	Lines & Servitude Manager	OHS Act 85 of 1993, Vehicle and Driver safety procedure, 240-62946386, Incident Management Procedure 32-95, COID Act			
			30.2	Collision with an object while reversing	Safety	HV Plant & Secondary personnel	Daily	1. Poor observation and judgement 2. Lack of concentration	Grid Manager	Yes	1. Property damage 2. Vehicle breakdown	1. Caution should be taken when reversing and if backround view is obstructed a passenger should be utilised to give guidance.	1	3	IV	P	1. Create awareness on vehicle driver safety and psychological stress	1	3	IV	1. Drive cam monitoring 2. Behavioural Observation	HV Plant & Secondary HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - 240-62196227 Eskom life saving rules procedure - 240-62946386 Vehicle			
			30.3	Non-adherence to road safety rules	Safety	HV Plant & Secondary personnel	Daily	1. Negligence and reckless 2. Overtaking unsafely 3. Talking on cellphone while driving 4. Impatience and road rage 5. Driving at excessive speed	Grid Manager	No	1. Fatalities 2. Lost Time Injury 3. Medical Incident 4. Property damage 5. Vehicle breakdown	1. Monitor and analyse driver behaviour on MIX Telematics System and encourage good driving 2. Drivers are limited to three people per vehicle as per TEXCO decision	4	2	III	P	1. Installation of DriveCams 2. DriveCam awareness training 3. Monitor and analyse driver behaviour on DriveCam System and encourage good driving behaviour	4	1	IV	1. Drive cam Monitoring 2. Behavioural Observation	HV Plant & Secondary HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - National Road Traffic Act, 1996 (Act No. 93 of 1996)			
Office Administrative activities	31	Electrical and network cords, Peeling floor carpets	31.1	trip and falls	Safety	Office occupants	Daily, 8 hours	When they are crossing around, and not in a holder or skirting, and people walks on them. Carpets peeling off/ up	Grid Manager	Yes	Slips, Trips and Falling	1. Install electrical program and network cables in close proximity of workstation to prevent trips and falls resulting from crossing cables 2. Provide and use skirting's or cable holders to keep cables together	2	3	III	F	1. Monthly health and safety inspections	2	2	IV	OHS inspections	Departmental manager	OHSAct, Eskom SHEQ policy 32-727,OHS Baseline Risk Assessment 32-520, COID Act			
	32	Hydro boils	32.1	Burns	Safety	Kitchen users	occasionally, +/- 6 hours	Attention distraction when a person is filling up a cup. Possibility of hot water splashing out of the hydroboil. Hot steam coming out of the breather	Grid Manager	Yes	skin injuries	1. Make employees aware of the dangers associated with the hydro boils	4	1	IV	P	2. Maintenance of existing control	4	2	III	1. OHS Inspections 2. Behavioural safety Observations	Departmental manager	OHSAct, Eskom SHEQ policy 32-727 OHS Baseline Risk Assessment 32-520, COID Act, Eskom incident management procedure 32-95			
	33	Computers / Screens / Office light	33.1	Sight deterioration	Health	All employees using computers	Daily, 8 hours	When exposing eyes to computer screens without sufficient rest, exposed to lighting of unknown intensity	Grid Manager	Yes	1. Employees should be encouraging to reduce exposure times by taking few breaks from the computer 2. Ensure Illumination surveys are conducted and report deviations.	3	3	II	P	1. Conduct periodic visual inspections on light fittings to ensure early detection of defective lights and maintenance lamps thereof. 2. Conduct lighting survey	3	2	II	1. Illumination surveys, OHS inspections	Departmental manager	OHSAct 85 of 1993, Eskom SHEQ policy 32-727 OHS Baseline Risk Assessment 32-520				
			33.2	Damage of optical nerves	Health	Employees whose computers are facing the windows	Daily, 8 hours	When glare reflecting from the windows reach the surface of computer screen	Grid Manager	Yes	The presence of glare may lead to discomfort and impairment of vision. Flickering lights can induce visual discomfort, headaches and stroboscopic effects (optical illusions) particularly in sensitive individuals.	3	2	II	I	1. Rearrange the office sitting to prevent glare exposure. 2. Train employees on the dangers associated with glare reflection on their computer screens.	3	1	IV	BSO, OHS inspections	Departmental manager	OHSAct, Eskom SHEQ policy 32-727,OHS Baseline Risk Assessment 32-520				
	34	Workstation layout, Visual Display Units and PCs	34.1	Ergonomics	Health	Employees working in offices	Daily, 8 hours	Workstation designs incompatible with PC, office layout causing obstructions in the event of emergency	Grid Manager	Yes	Falling and body injuries, Back, neck, eye and shoulder strain	1. Safety inspection reports 2. BSOs 3. Monthly SHE Rep inspections are conducted 4. Ergonomics and office safety training	3	3	II	P	1. Workstations should be designed to prevent awkward postures, sustained neck flexion or rotation, shoulder abduction or flexion, shoulder elevation, elbow flexion, wrist or finger extensions or flexion. 2. Provide height adjustable chairs with good footrests	3	2	III	Ergonomics Survey, BSO, OHS inspections	Departmental manager	OHSAct 85 OF 1993, COID Act, Eskom SHEQ policy 32-727 OHS Baseline Risk Assessment 32-520.			
	35	Photocopy machines and toner cartridges	35.1	Poor indoor air quality	Health	Employees working in offices, and visitors	Daily, 8 hours	Release of volatile organic compounds when photocopying, or open or exposed finished toner cartridges	Grid Manager	Yes	Headache, Fatigue, Shortness of breath, Sinus congestion, Cough, Sneezing, Eye, nose and throat irritation, Dizziness, and Nauseas. The route of exposure to indoor air quality problems is through inhalation.	1. Extraction systems in the office and air circulation	2	3	III	P	1. Determine the possibility of placing the photocopy machines outside office or far away from workstations to improve good indoor air quality. 2. Improve the efficiency of the ventilation extractive system.	2	2	IV	Indoor Air Quality survey	Departmental manager	OHSAct 85 OF 1993, COID Act, Eskom SHEQ policy 32-727 OHS Baseline Risk Assessment 32-520.			
	36	Various Cleaning Agents (Detergents)	36.1	Poor indoor air quality	Health	Employees, contractors and visitors	Daily, 8 hours	When the cleaning substances are used on workstations and other office surfaces, and Kitchen	Grid Manager	Yes	Severe pain in the throat, Severe pain or burning in the nose, eyes, ears, lips, or tongue, Breathing difficulty, Throat swelling, Burns, Holes (necrosis) in the skin or tissues underneath	1. Encourage employees reacting to cleaning agents. 2. Rearrange their workstations or accommodate them such that they are not exposed. 3. Ensure the ready availability of Materials	2	3	III	N	1. Determine the possibility of placing the photocopy machines outside office or far away from workstations to improve good indoor air quality. 2. Improve the efficiency of the ventilation extractive system.	2	2	IV	Medical surveillance, OHS inspections,	Departmental manager	OHSAct 85 of 1993, Eskom SHEQ policy 32-727 OHS Baseline Risk Assessment 32-520, COID Act			
	3.7	The use of Staircases	37.1	Possible falling	Safety	Employees, Contractors and Visitors	Daily, 8 hours	1. Frequent use of stairs to access toilet facilities 2. Not using handrails when ascending or descending the staircases	Grid Manager	Yes	Possible Injury and Fatality	1. Awareness raised on the use of handrails when ascending or descending stairs 2. Signage's placed next to staircases	4	3	II	F	1. Continuous awareness raised on the safe use of staircases	4	2	III	Behavioural safety Observations, VFL	Departmental manager	OHS Act 85 of 1993, COID Act, Risk assessment procedure 32-520,			
	38	Poor Housekeeping	38.1	Possible fire and trips and falls	Safety	Employees, Contractors	Daily	Poor housekeeping, poor waste management, No proper storage area	Grid Manager	No	Possible Injury	1. Proper Storage areas available 2. SHE Inspections conducted 3. Restricted access 4. Emergency preparedness procedure 5. Awareness	3	3	II	P	1. Continuous awareness raised on Good housekeeping practices	3	2	III	Auditing and inspections	HV Plant Manager	OHS Act 85 of 1993, COID Act, Risk assessment procedure 32-520			
Operating	39	Opening, Isolating, safety testing and earthing of primary plant equipment	39.1	Electrical contact	Safety	HV Plant (Artisans)	2 to 3 times a week	Failure to do proper Risk Assessment, failure to follow stds & procedures, In appropriate PPE, Failure to observe ORHVS, non adherence to life saving rules, faulty plant	Grid Manager	Yes	Temporary or permanent body injury leading to a medical incident or LTI or could result in fatality.	1. Training and awareness of ORHVS and operating regulations 2. Task risk assessments. 3. Tool box talks 4. Buddy system - brothers keeper 5. Re-enforcing of live saving rules	6	3		P	1. Sharing of Lessons learnt form past or recent incidents	6	3		Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95.			
			39.2	Falling from Height (Inspection of GIS)	Safety	HV Plant (Artisans)	2 to 3 times a week	Failure to do proper Risk Assessment, In appropriate PPE or no PAS, non adherence to life saving rules, Distraction, lack of skills.	Grid Manager	Yes	Temporary or permanent body injury leading to a medical incident or LTI or could result in fatality.	1. Task risk assessments. 2. Tool box talks 3. Buddy system - brothers keeper 5. Re-enforcing of live saving rules	5	3	II	P	1. Sharing of Lessons learnt form past or recent incidents	5	2	II	Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95.			
			39.3	Slips, trips & falls	Safety	HV Plant (Artisans)	2 to 3 times a week	Failure to do proper Risk Assessment, In appropriate PPE, non adherence to life saving rules, Distraction, lack of skills.	Grid Manager	Yes	Temporary or permanent body injury leading to a medical incident or LTI.	1. Training and awareness 2. Task risk assessments. 3. Tool Box Talks 4. Re-enforcing of live saving rules 5. Use of appropriate PPE	4	3	II	P	1. Sharing of Lessons learnt form past or recent incidents	3	3	II	Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95.			
	40	Extreme Temperatures	40.1	Sun burns, heat stroke, frost bites	Health	HV Plant (Artisans)	2 to 3 times a week	Not Wearing appropriate PPE including hats, sun block creams in hot weather. In cold weather not using appropriate warm jackets and clothing. Not doing proper Risk assessments.	Grid Manager	Yes	Temporary or permanent body injury/illness leading to a medical incident or LTI.	1. Training and awareness 2. Task risk assessments. 3. Tool Box Talks 4. Use of appropriate PPE	4	3	II	F	1. Sharing of Lessons learnt form past or recent incidents	4	2	III	1. Continuous awareness on the extreme temperatures and it's effects 2. Behavioural Safety Observation 3. Supervision	HV Plant Manager	OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95.			
	41	Snakes, ticks, mosquitoes, bees, spiders & scorpions	41.1	Bitten by snakes, ticks, mosquitoes, bees, spiders & scorpions	Safety	HV Plant (Artisans)	2 to 3 times a week	Not Wearing appropriate PPE including hats, sun block creams in hot weather. In cold weather not using appropriate warm jackets and clothing. Not doing proper Risk assessments.	Grid Manager	Yes	Bee stings, scorpion or poisonous snake bites leading to a medical incident, LTI or fatality.	1. Training and awareness of exposure to snakes, bees, insects & scorpions. 2. Task risk assessments. 3. Tool box talks 4. Use of appropriate PPE	5	3	II	P	1. Sharing of Lessons learnt form past or recent incidents	5	3	II	1. Continuous awareness on the extreme temperatures and it's effects 2. Behavioural Safety Observation 3. Supervision	HV Plant Manager	OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95.			
	42	Lifting link stick	42.1	Strain back or neck	Safety	HV Plant (Artisans)	2 to 3 times a week	Failure to do proper Risk Assessment, In appropriate PPE, non adherence to life saving rules, faulty plant equipment, Distraction, lack of skills.	Grid Manager	Yes	Temporary or permanent body injury leading to a medical incident or LTI.	1. Training and awareness of using link sticks to apply/remove earths 2. Task risk assessments. 3. Tool Box Talks 4. Use of appropriate PPE	4	3	II	P	1. Sharing of Lessons learnt form past or recent incidents	4	2	III	Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95.			
			42.2	Slips, trips & falls	Safety	HV Plant (Artisans)	2 to 3 times a week	Failure to do proper Risk Assessment, In appropriate PPE, non adherence to life saving rules, faulty plant equipment, Distraction, lack of skills.	Grid Manager	Yes	Temporary or permanent body injury leading to a medical incident or LTI.	1. Training and awareness of manually opening/closing links. 2. Task risk assessments. 3. Tool Box Talks 4. Use of appropriate PPE	4	3	II	P	1. Sharing of Lessons learnt form past or recent incidents	4	2	III	Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95.			
			42.3	Minor or serious body injury	Safety	HV Plant (Artisans)	2 to 3 times a week	Failure to do proper Risk Assessment, In appropriate PPE, non adherence to life saving rules, faulty plant equipment, Distraction, lack of skills.	Grid Manager	Yes	Minor or serious damage to fingers/hand leading to a medical incident or LTI.	1. Training and awareness of manually opening/closing links. 2. Task risk assessments. 3. Tool Box Talks 4. Use of appropriate PPE	4	3	II	P	1. Periodic medical screening tests	4	2	III	Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95.			
			42.4	Electrical contact	Safety	HV Plant (Artisans)	2 to 3 times a week	Failure to do proper Risk Assessment, failure to follow stds & procedures, In appropriate PPE, Failure to observe ORHVS, non adherence to life saving rules, faulty plant equipment, Distraction, lack of skills.	Grid Manager	Yes	Temporary or permanent body injury leading to a medical incident or LTI.	1. Training and awareness of ORHVS regulations 2. Task risk assessments. 3. Tool box talks 4. Use of appropriate PPE	5	3	II	P	1. Sharing of Lessons learnt form past or recent incidents	5	3	II	Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95.			
43	Barricading	43.1	Electrical contact	Safety	HV Plant (Artisans)	2 to 3 times a week	Failure to do proper Risk Assessment, failure to follow stds & procedures, In appropriate PPE, Failure to observe ORHVS, non adherence to life saving rules, faulty plant equipment, Distraction, lack of skills.	Grid Manager	Yes	Temporary or permanent body injury. Could result in fatality.	1. Training and awareness of ORHVS regulations 2. Task risk assessments. 3. Tool box talks 4. Use of appropriate PPE	5	3	II	P	1. Sharing of Lessons learnt form past or recent incidents	5	2	II	Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95.				
			43.2	Strain back or neck	Safety	HV Plant (Artisans)	2 to 3 times a week	Inappropriate method of manually opening/closing links. Not taking adequate breaks. Leading to a medical incident or LTI.	Grid Manager	Yes	Hypertension or other medical conditions leading to a medical incident or LTI.	1. Training and awareness of barricading. 2. Task risk assessments. 3. Tool Box Talks	4	3	II	P	1. Sharing of Lessons learnt form past or recent incidents	4	2	III	Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95.			
			43.3	Slips, trips & falls	Safety	HV Plant (Artisans)	2 to 3 times a week	Failure to do proper Risk Assessment, failure to follow stds & procedures, In appropriate PPE, Failure to observe ORHVS, non adherence to life saving rules, faulty plant equipment, Distraction, lack of skills.	Grid Manager	Yes	Temporary or permanent body injury leading to a medical incident or LTI.	1. Training and awareness of barricading. 2. Task risk assessments. 3. Tool box talks 4. Use of appropriate PPE	4	3	II	P	1. Sharing of Lessons learnt form past or recent incidents	4	2	III	Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act 85 of 1993 COID Act, Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95.			
Breaker Maintenance	44	SF6 gas	44.1	Inhalation of SF6 gas	Health	HV Plant (Artisans)	ONCE/Twice a week (+8 hrs a day)	Not wearing breathing apparatus	Grid Manager	Yes	Inhalation may cause asphyxiation (suffocation), eye contact may cause freezing of tissues, skin contact may cause frostbites	1. Training and awareness of SF6 gas. 2. Task risk assessments. 3. Tool Box talks 5. Use of appropriate PPE	4	3	II	F	1. Sharing of Lessons learnt form past or recent incidents	4	2	III	Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act 85 1993, HCS Regulations, Eskom Risk assessment Procedure, 32-520, Incident Management Procedure 32-95			
			44.2	Gas leaks	Health	HV Plant (Artisans)	ONCE/Twice a week (+8 hrs a day)	Inadequate skills. Broken or damaged pipes/equipment	Grid Manager	Yes	Chest/ breathing complications temporary or permanent leading to a medical incident or LTI.	1. Training and awareness of top up procedure of SF6 gas. 2. Task risk assessments. 3. Tool box talks 5. Use of appropriate PPE	4	3	II	F	1. Sharing of Lessons learnt form past or recent incidents	4	2	III	Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act 85 1993, HCS Regulations, Eskom Risk assessment Procedure, 32-520, Incident Management Procedure 32-95			

					44.3	Over pressuring -causing primary fault e.g. b/bair fault in GIS switchgear	Safety	HV Plant (Artisans)	ONCE/Two a week (+8 hrs a day)	Inadequate skills/training	Grid Manager	Yes	Temporary or permanent body injury leading to a medical incident or LTI or could result in fatality.	1. Training and awareness of SF6 gas. 2. Task risk assessments. 3. Tool box talks 5. Use of appropriate PPE	5	3	I	F	1. Sharing of Lessons learnt form past or recent incidents	5	2	I	Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act 85 1993, HCS Regulations, Eskom Risk assessment Procedure, 32-520, Incident Management Procedure 32-95			
		45	Oil (breaker/ transformer)	45.1	Skin contact	Safety	HV Plant (Artisans)	ONCE/Two a week (+8 hrs a day)	Not wearing appropriate safety gloves	Grid Manager	Yes		Skin damage temporary or permanent leading to a medical incident or LTI or Leading to skin cancer.	1. Training and awareness of equipment specific including oil handling. 2. Task risk assessments. 3. Use of appropriate PPE.	4	3	I	F	1. Sharing of Lessons learnt form past or recent incidents	4	2	II	Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act 85 of 1993 COIDA Act , Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95.			
				45.2	Exposure to PCB	Safety	HV Plant (Artisans)	ONCE/Two a week (+8 hrs a day)	Inadequate skills/training. Not warning sign/sticker of oil containing PCBs.	Grid Manager	Yes		Temporary or permanent body injury leading to a medical incident or LTI.	1. Training and awareness of equipment specific including management of PCBs. 2. Task risk assessments. 3. Tool box talks 4. Use of appropriate PPE	4	3	I	F	1. Breaker and transformer maintenance 2. Training 3. Environmental awareness on PCB	4	2	II	Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act 85 of 1993 COIDA Act , Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727, Incident Management Procedure 32-95.			
Transformer Maintenance		46	Silica gel /hand cleaner/ grease	46.1	Skin contact	Health	HV Plant (Artisans)	ONCE/Two a week (+8 hrs a day)	Inadequate skills/training	Grid Manager	Yes		ingestion. 2. Eye irritation, deflating and irritation of the skin, prolonged exposure may cause dermatitis. 3. Swallowing may cause dizziness, gastrointestinal irritation, diarrhoea, nausea, and vomiting. 4. Acute effects are eye, nose, throat and lung irritation, headaches, light headedness, and nausea. 5. Allergic people becomes more susceptible to what they are allergic to, inflammation of the lungs which may aggravate chronic respiratory	1. Training and awareness of equipment specific including management/handling of chemicals . 2. Task risk assessments. 3. Tool box talks 5. Use of appropriate PPE	4	3	I	F	1. Sharing of Lessons learnt form past or recent incidents	4	2	II	Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act 85 of 1993, HCS Regulations, Incident Management Procedure 32-95, Eskom Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727.			
				46.2	Inhalation of chemical fumes	Health	HV Plant (Artisans)	ONCE/Two a week (+8 hrs a day)	Not wearing breathing apparatus	Grid Manager	Yes		1. Training and awareness of equipment specific including management/handling of chemicals . 2. Task risk assessments. 3. Tool box talks 4. Use of appropriate PPE	4	3	I	F	1. Sharing of Lessons learnt form past or recent incidents	4	2	II	Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act 85 of 1993, HCS Regulations, Incident Management Procedure 32-95, Eskom Risk assessment procedure, 32-520, Eskom SHEQ Policy, 32-727.				
		47	HV yard	47.1	Slips, trips & falls	Safety	HV Plant (Artisans)	ONCE/Two a week (+8 hrs a day)	Inadequate skills/training. Poor Risk Assessments	Grid Manager	Yes		Temporary or permanent body injury leading to a medical incident or LTI.	1. Training and awareness of ORHVS regs. 2. Task risk assessments. 3. Use of appropriate PPE. 5. Tool Box Talks.	4	3	I	F	Sharing of Lessons learnt form past or recent incidents	4	2	II	Behavioural Safety Observation, Supervision	HV Plant Manager	OHS Act, Training on HV Yard inspections, Incident Management Procedure 32-95			
Plant Maintenance: Transformers, Reactors, Isolators, HV Breakers, Valve Tanks, Currents Transformer and Voltage Transformer, building maintenance, lighting maintenance, trench covers		48	Working at heights using a ladder	48.1	Falling from a ladder	Safety	HV / Secondary Plant personnel & Contractors	Employees - Daily Contractors - as per contract	1. Inadequately or not secured when working at heights 2. Violation of life-saving rule: Working at Heights 3. Inadequate risk assessment 4. Inadequate inspection of	Grid Manager	Yes	1. Fatality 2. Lost Time Injury 3. Medical Incident	1. Issue and inspect fall arrest equipment to trained employees. 2. Valid working at heights certificate 3. Verify if ladder is in good condition before use 4. Inadequate inspection of	5	2	II	F	1. Share learnings from incidents and implement recommendations if applicable. 2. BSO 3. Planned job observations 4. Fall protection plan	5	2	II	Inspections 2. Supervision 3. Observations	HV Plant & Secondary HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative				
		49	Working at heights using scaffolding	49.1	Falling	Safety	Employees and Contractors	Employees - Daily Contractors - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	1. Lack or inadequate inspection of equipments (defective scaffolding) 2. Ineffective PPE 3. Lack of concentration 4. Inadequate Risk assessment	Grid Manager	No	1. Fatality 2. Lost Time Injury 3. Medical Incident	1. Compliance with the inspector or compliance by the Safety Department. 2. Share learnings from incidents and implement recommendations if applicable. 3. BSO 4. Planned job observations	5	1	III	P	1. Compliance with the inspector or compliance by the Safety Department. 2. Share learnings from incidents and implement recommendations if applicable. 3. BSO 4. Planned job observations	5	1	III	Inspections 2. Supervision 3. Observations	HV Plant & Secondary HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative				
		50	Working at heights mobile working elevated platforms (MWEP) / skyjack	50.1	Falling from scaffolding	Safety	HV / Secondary Plant personnel & Contractors	Employees and Contractors -Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	1. Lack or inadequate inspection of equipments 2. Mechanical defect or failure of MWEP / Skyjack 3. Lack of concentration (collision)	Grid Manager	No	1. Fatality 2. Lost Time Injury 3. Medical Incident	1. Validity of the duty certificate 2. Load test certification of MWEP / Skyjack 3. All employees working on MWEP / Skyjack must wear fall protection and tie onto guard rail. 4. Valid fitness for duty certificate	5	2	II	F	1. Contractors to be inspected for compliance by the Safety Department. 2. Share learnings from incidents and implement recommendations if applicable. 3. BSO 4. Planned job observations	5	2	II	1. Observations	HV Plant & Secondary HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative				
	Plant Maintenance: Transformers, Reactors, Isolators, HV Breakers, Valve Tanks, Currents Transformer and Voltage Transformer		51	Contact with electricity	51.1	Electrocution / Electric Shock	Safety	HV / Secondary Plant personnel & Contractors	Employees - Daily Contractors - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	1. Violation of ORHVS 2. Exposure to live parts of the plant, equipment or machinery 3. Inadequate or inappropriate training 4. Working on or near	Grid Manager	Yes	1. Fatalities 2. Lost Time Injury 3. Medical Incident	1. Personnel authorised in terms of ORHVS 2. Life saving rules 4. Authorised persons has certified and shown all team members that the apparatus is safe to work on.	5	4		P	1. Contractors to be inspected for compliance by the Safety Department. 2. Share learnings from incidents and implement recommendations if applicable. 3. BSO 4. Planned job observations	5	4		1. Supervision 2. Observations	HV Plant & Secondary HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative			
Plant Maintenance: Building, lighting, security fence, aircons, control equipment maintenance		52	Contact with electricity	52.1	Electrocution / Electric Shock	Safety	HV / Secondary Plant personnel & Contractors	Employees - Daily Contractors - as per contract	1. Violation of LV Regulations 2. Exposure to live parts of the equipment or machinery 3. Inadequate or inappropriate training 4. Working on or near	Grid Manager	Yes	1. Fatalities 2. Lost Time Injury 3. Medical Incident	1. Repetitive risk assessment to identify all risks and hazards 2. Pre-task risk assessment to identify all risks and hazards 3. Adhere to LV regulations 4. Test before touch 5. Right to refusal to perform work in unsafe	5	4		P	1. Contractors to be inspected for compliance by the Safety Department. 2. Share learnings from incidents and implement recommendations if applicable. 3. BSO 4. Planned job observations	5	4		1. Supervision 2. Observations	HV Plant & Secondary HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative				
		53	Oil	53.1	Body contact and Slip, trip and fall	Health	HV / Secondary Plant personnel & Contractors	Employees - Daily Contractors - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	1. Poor house keeping 2. Lack or inadequate inspection of equipments 3. Ineffective PPE 4. Lack of concentration 5. Inadequate Risk assessment	Grid Manager	Yes	1. Lost Time Injury 2. Medical Incident 3. First Aid	1. Validity of duty certificate 2. Valid fitness for duty certificate 3. PPE issued 5. Risks communicated via risk assessment acknowledgement	3	3	III	P	1. Implementation of Human Performance Tools	3	2	IV	1. Inspections 2. Observations	HV Plant & Secondary HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - Compensation for Occupational Injuries and Diseases Act, Act 130 of				
Plant Maintenance: Transformers, Reactors, Isolators, HV Breakers, Valve Tanks, Currents Transformer and Voltage Transformer, building, lighting, security fence, aircons, control equipment maintenance, weeding		54	Ergonomics stress	54.1	Body strain, back and neck injuries, muscle injuries	Health	HV / Secondary Plant personnel & Contractors	Employees - Daily Contractors - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	1. Awkward body postures 2. Poor illumination 3. Visual demand which might cause eye fatigue 4. Repetitive strain while working on computers 5. Prolonged Sitting 6. Unlidy work space	Grid Manager	Yes	1. Lost Time Injury 2. Medical Incident	1. Conducted ergonomics and lighting survey 2. Tea / lunch breaks as per COS 3. House keeping	4	3	I	P	1. Supply elevated laptop stands 2. BSO	4	2	II	1. Safety inspections 2. Surveys	HV Plant & Secondary HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 (COIDA) - Environmental Regulations for Workplaces, 1987				
		55	Snakes, ticks, mosquitoes, bees, spiders & scorpions	55.1	Bitten by snakes, ticks, mosquitoes, bees, spiders & scorpions	Health	HV / Secondary Plant personnel & Contractors	Employees - Daily Contractors - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	1. Not wearing appropriate PPE 2. Not doing appropriate Risk assessments.	Grid Manager	Yes	1. Fatality 2. Medical 3. First Aid	1. Training and awareness of exposure to snakes and insects (induction) 2. Use of appropriate PPE	5	3	II	P	1. Continuous awareness on snakes and insects 2. Sharing of lessons learned from previous or recent incidents	5	3	II	1. Observation 2. Supervision	HV Plant & Secondary HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - Compensation for Occupational Injuries and Diseases Act, Act 130 of				
Plant Maintenance: Transformers, Reactors, Isolators, HV Breakers, Valve Tanks, Currents Transformer and Voltage Transformer, Building, Control equipment maintenance, Weeding		56	Exposure to excessive cold and heat depending on season causing thermal stress.	56.1	Sun burns, heat stroke, frost bites	Health	HV / Secondary Plant personnel & Contractors	Employees - Daily Contractors - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	1. Ultra-violet radiation from the sun 2. Inclement Weather Conditions (extremely cold / hot conditions) 3. Failure of airconditioning plant 4. Not wearing proper PPE	Grid Manager	No	1. Lost time injury 2. Medical	1. Issue approved and appropriate PPE 2. Pre-task risk assessment to identify all risks and hazards 3. More frequent resting periods should be taken for extreme heat / cold condition 4. Continuous drinking of water when working	3	3	II	F	1. Sharing of Lessons learnt form past or recent incidents 2. Continuous risk assessment	3	3	II	1. BSOs 2. Supervision 3. Continuous awareness on excessive heat effects	Secondary Plant Supervisor	- 240 - TSS/7000 Manual for Internal Quality Assurance Management of the Eskom Occupational Hygiene Approved Inspection Authority				
		57	Slips, trips and fall	57.1	Falling	Safety	HV / Secondary Plant personnel & Contractors	Employees - Daily Contractors - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	1. Poor house keeping 2. Lack or inadequate inspection of equipments 3. Ineffective PPE 4. Lack of concentration 5. Inadequate Risk assessment	Grid Manager	Yes	1. Lost Time Injury 2. Medical Incident	1. Validity of duty certificate 2. Valid fitness for duty certificate 3. HIRA Training 4. Right to refusal to perform work in unsafe environment 5. Consideration given to environmental	4	3	II	F	1. Sharing of Lessons learnt form past or recent incidents 2. Implementation of Human Performance Tools	4	2	III	1. Inspections 2. Observation	HV Plant & Secondary HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative				
Plant Maintenance: Transformer, Reactors, Compressor house, Workshop (Tools and machinery)		58	Noise	58.1	Noise Induced Hearing loss	Health	Eskom Employees	Employees - Daily Contractors - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	1. Fluctuating and constant noise from machinery. 2. Infection hearing protection device.	Grid Manager	Yes	1. Medical	1. Refresher training on ear protective device. 2. Periodic medical screening to be done by employees 3. Share learnings from incidents and implement recommendations if applicable.	3	1	IV	P	1. Refresher training on ear protective device. 2. Periodic medical screening to be done by employees 3. Share learnings from incidents and implement recommendations if applicable.	3	1	IV	1. Observations	HV Plant & Secondary HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - Noise-induced Hearing Loss Regulations, 2003 - Compensation for				
		59	Welding (HV Plant)	59.1	Arc eyes, burns, electrocution, fumes, eye injury	Safety	HV Plant personnel	Employees - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	1. Working without appropriate PPE 2. Lack of training and knowledge 3. Inadequate house keeping 4. Lack of concentration	Grid Manager	No	1. Lost Time Injury 2. Medical Incident 3. First Aid	1. Basic traini tools training 2. Valid fitness for duty certificate 3. PPE issued 4. Appropriate signage to indicate work in progress 5. Consideration given to environmental	4	3	II	P	1. Inspections in the workshop 2. Welding barricading for other employees 3. Maintenance of equipment / machinery 4. Implementation of Human Performance Tools	4	1	III	1. Inspections 2. Observation	HV Plant & Secondary HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative				
		60	Grinding, Drilling, Cutting, Assembling, Disassembling, Servicing	60.1	Cutting, burning, abrasive injuries	Safety	HV / Secondary Plant personnel	Employees - Daily Contractors - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	1. Exposure to moving parts of equipment or machinery 2. Lack of training and knowledge 3. Inadequate house keeping 4. Using the incorrect tools for	Grid Manager	No	1. Lost Time Injury 2. Medical Incident 3. First Aid	1. Basic traini tools training 2. Grinding equipment supplied with guard 3. Valid fitness for duty certificate 4. PPE issued 5. Appropriate signage near equipment / machinery	4	3	II	P	1. Monthly inspections in the workshop 2. Lock out equipment / machines for staff that are untrained to use 3. Maintenance of equipment / machinery 4. Implementation of Human Performance Tools	4	1	III	1. Inspections 2. Observation	HV Plant HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative				
HV Plant Workshop, Stores, Maintenance Hall, Valve Cooling Enclosure		61	Hoisting and rigging	61.1	Object being lifted falls	Safety	HV Plant personnel	Employees and Contractors -Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	1. Not properly securing the load 2. Lack of training and knowledge 3. Inadequate house keeping 4. Lack of concentration	Grid Manager	No	1. Fatality 2. Lost Time Injury 3. Medical Incident	1. Training and awareness of rigging and hoisting 2. Task risk assessments. 3. Tool box talks 5. Use of appropriate PPE.	5	3	II	P	1. Monthly inspections in the workshop 2. Lock out equipment / machines for staff that are untrained to use 3. Maintenance of equipment / machinery	5	3	II	1. Inspections 2. Observation	HV Plant HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative				
	Operating equipment (HV Plant) Test Equipment (Secondary Plant)		62	Operating and testing	62.1	Electrocution, electric shock, explosion	Safety	HV / Secondary Plant personnel	Employees - Daily Contractors - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	1. Defective operating and test equipment 2. Lack of training 3. Improper use of operating and test equipment 4. Lack of concentration	Grid Manager	No	1. Fatality 2. Lost Time Injury 3. Medical Incident	1. Inspection of operating equipment 2. Calibration of testing equipment 3. Personnel trained in terms of ORHVS 4. Valid fitness for duty certificate 5. PPE issued	5	3	II	P	1. Share learnings from incidents and implement recommendations if applicable. 2. BSO 3. Planned job observations	5	3	II	1. Inspections 2. Observation	HV / Secondary Plant HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative			
DC system maintenance		63	Battery bank and Charger (Secondary Plant)	63.1	Electrocution / shock	Safety	HV / Secondary Plant Employees	Employees - Daily Contractors - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	1. Inadequate risk assessment 2. Ineffective PPE 3. Lack of concentration 4. Failure to adhere to standards, procedure and restriction	HV / Secondary Plant Employees	No	1. Fatality 2. Lost Time Injury 3. Medical Incident	1. PPE issued as required 2. Do not wear synthetic clothes, rags or brushes for these could get charged with static electricity and cause an explosion. 3. No metallic objects that can cause a spark or uninsulated tools near the battery terminals	5	1	III	F	1. Share learnings from incidents and implement recommendations if applicable. 2. BSO 3. Planned job observations	5	1	III	1. Observation	Secondary Plant Supervisor	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative				
			63.2	Ergonomics stress due to repetitive strain.	Health	HV / Secondary Plant Employees	Employees - Daily Contractors - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	1. Work posture due to prolonged crouching position 2. Awkward body postures 3. Poor illumination due to uneven illumination, defective lamp, degenerated light output	HV / Secondary Plant Employees	No	1. Lost Time Injury 2. Medical Incident	1. Monthly safety / inspection report 2. Tea / lunch breaks as per COS	3	1	IV	F	1. Body posture awarness to prevent repetitive strain	3	1	IV	1. Observations	Secondary Plant Supervisor	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - Compensation for Occupational Injuries and Diseases Act, Act 130 of					
			63.3	Poor indoor air quality due to inadequate ventilation	Health	HV / Secondary Plant Employees	Employees - Daily Contractors - Short periods of time, a few times per day / intermittent (once in 6, 3 or a month)	1. Lack / insufficient / non operational ventilation system 2. Inadequate maintenance 3. Lack of inspection	HV / Secondary Plant Employees	No	1. Lost time injury 2. Medical	1. Always ensure that the ventilation system is working in order to avoid a build-up of hydrogen gases that can increase the risk of an explosion. 2. Keep the battery room doors open when working inside the room.	3	1	IV	F	1. Share learnings from incidents and implement recommendations if applicable. 2. BSO 3. Planned job observations	3	1	IV	1. Inspection	Secondary Plant Supervisor	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - Compensation for Occupational Injuries and Diseases Act, Act 130 of					
Vegetation Management in and around substation		64	Brush cutter	64.1	Use of brush cutter may result in repetitive strain (ergonomics) /he,explosions,hearing loss/noise.	Health	Bush clearing contractors and Eskom HV Plant employees	Once/Two a week (+8 hrs a day)	- Lack of training and knowledge - Work posture due to prolonged crouching position - Repetitive strain injuries - Back injuries - Medical LTI	HV Plant Manager	No		Work related Musculo-skeletal disorder: Overuse or overexertion injuries Osteoarthritis Degenerative joint disease Repetitive strain injuries Back injuries Medical LTI	4	2	III	F	1. Periodic medical screening includes autometric tests 2. Continuous servicing of equipment 3. Occupational Hygiene Surveys 3. Safe work instructions 4. Right to Refuse to Work in an unsafe condition	4	2	III	Inspections Audits Supervision Surveys	HV Plant Supervisor	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 (COIDA) - Environmental Regulations for Workplaces, 1987 - General Safety Regulations, 1986 - General Administrative Regulations, 2003 Eskom Procedures				

			64.2	Thermal stress (cold and heat depending on season) during vegetation management	Health	Bush clearing contractors and Eskom HV Plant employees	Once/Twice a month (+8 hrs a day)	Ultra-violet radiation from the sun, Heat rashes, Heat stroke/Heat Exhaust, Heat exhaustion, Heat syncope, Heat cramps, Hypothermia	HV Plant Manager	No	Medical LTI	1. Awareness on working in extreme temperatures 2. Task risk assessments. 3. Tool Box Talks 4. Use of appropriate PPE 5. Drinking enough water	4	3	II	F	1. Sharing of Lessons learnt from past or recent incidents 2. Continuous drinking of water 3. Safe work Instructions	4	1	IV	Surveys Audit	Inspection	HV Plant Supervisor	- Occupational Health and Safety Act, Act 85 of 1993 (OHS Act) - Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 (COID) - Environmental Regulations for Workplaces, 1987 - General Safety Regulations, 1986 - General Administrative Regulations, 2003					
			64.3	Use of brush cutter may result in noise exposure	Health	Bush clearing contractors and Eskom HV Plant employees	6 months per year	- Inadequate or lack of training on noise sources and control measures. - Ineffective hearing protection device - Fluctuating and constant noise from machinery - Inadequate maintenance and inspection	HV Plant Manager	No	Medical incident LTI Occupational Disease	1. Issue approved and appropriate PPE 2. Zone high noise areas in the plant by placing signage 3. Periodic risk assessment to identify all risks and hazards 4. Medical surveillance which include hearing test 5. Share the noise survey reports with all employees 6. Periodic medical screening	4	3	II	P	1. Refresher training on ear protective device. 2. Periodic medical screening to be done by employees 3. Share learnings from incidents and implement recommendations if applicable.	4	1	IV	Surveys Audit	Inspection	HV Plant Supervisor	- Occupational Health and Safety Act, Act 85 of 1993 (OHS Act) - Noise-induced Hearing Loss Regulations, 2003 - Compensation for Occupational Injuries and Diseases Act, Act 130 of 1993 (COID) - General Safety Regulations, 1986 - General Administrative Regulations, 2003					
			64.4	Use of brush cutter may result in inhalation of petrol fumes, stroke oil and dust	Health	Bush clearing contractors and Eskom HV Plant employees	6 months per year	- Lack of training and knowledge - Ineffective PPE - Inadequate Risk assessment - Inadequate communication - Failure to adhere to standards, procedure and instruction - Inadequate maintenance and inspection	HV Plant Manager	No	1. Acute effects are eye, nose, throat and lung irritation, headaches, light headedness, and nausea. 2. Allergic people becomes more susceptible to what they are allergic to, inflammation of the lungs which may aggravate chronic respiratory symptoms and increase the frequency & intensity of asthma attacks. 3. Long term inhalation will contribute to mutation of cells that will lead to lung and bladder cancer. 4. Prolonged skin exposures may cause variety of skin conditions. 5. Long term exposure will cause sunburn/eczema of the skin	1. Training and awareness on the use of Brush Cutters 2. Task risk assessments. 3. Tool Box Talks 4. Use of appropriate PPE 5. MSDS	4	3	II	F	1. Continuous awareness on the use of petrol 2. Safe work Instructions	4	2	III	Behavioural Safety Observations Supervision Periodical Medical screening	Lines & Servitude Manager	OHS Act 85 of 1993, HCS Regulations, Incident Management Procedure 32-95, COID Act						
			64.5	Exposure to flying objects and debris	Safety	Bush clearing contractors and Eskom HV Plant employees	6 months per year	- Lack of training and knowledge (area, environment, equipment) - Ineffective PPE - Lack of concentration - Inadequate Risk assessment	HV Plant Manager	No	Medical Lost time	1. Provide employees with required Personal Protective equipment i.e. eye protection, overalls 2. Training and awareness on the use of Brush Cutters 3. Task risk assessments. 4. Tool Box Talks 5. Ensure that employees are informed about the risks and hazards associated with the task.	4	1	IV	F	1. Periodic medical screening to be done by employees 2. Share learnings from incidents and implement recommendations if applicable. 3. Supervision	4	1	IV	Inspections		HV Plant Supervisor	- Occupational Health and Safety Act, Act 85 of 1993 (OHS Act) - General Safety Regulations, 1986 - General Administrative Regulations, 2003					
			64.6	Use of brush cutter may result in cuts, laceration and amputation	Safety	Bush clearing contractors and Eskom HV Plant employees	6 months per year	- Lack of training and knowledge (area, environment, equipment) - Ineffective PPE - Lack of concentration - Inadequate Risk assessment - Inadequate communication - Not identifying correct tools, equipment, material, etc	HV Plant Manager	No	Damage or a loss to a limb resulting in amputation leading to a medical incident or LTI.	1. Training and awareness 2. Task risk assessments. 3. Use of appropriate PPE. 4. Tool Box Talks 5. Emergency preparedness plan is reviewed and discussed before any work commences.	5	2	II	F	1. Planned Job observations 2. Routine supervision 3. Safe work Instructions Supervision	5	3	IV	Behavioural Safety Observations, Job observation, Supervision	Lines & Servitude Manager	OHS Act 85 of 1993, Incident Management Procedure 32-95,						
	65	Tractor with Slasher	65.1	Lacerations and amputation	Safety	Bush clearing contractors and Eskom HV Plant employees	6 months per year	- Lack of training and knowledge (area, environment, equipment) - Ineffective PPE - Lack of concentration - Inadequate Risk assessment - Inadequate communication - Not identifying correct tools, equipment, material, etc	HV Plant Manager	No	First Aid Incidents LTI Fatality	1. All personnel must be trained 2. Wearing of correct PPE 3. Conduct pre-task risk assessment and toolbox talk before work commences. 4. Emergency preparedness plan is reviewed and discussed before any work commences. 5. Inspections	5	2	III	F	1. Planned Job observations 2. Routine supervision 3. Safe work Instructions 4. Supervision	5	1	IV	Inspections Supervision	Audits	HV Plant Supervisor	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative Regulations, 2003					
			65.2	Dust and diesel fumes Inhalation	Health	Employees, Visitors, Contractors	80 days per year, + 6 hours	The cutting of grass on substation sites using a tractor with slasher	HV Plant Manager	No	Breathing difficulties and lung problems	Reactive Control: 1) Continue servicing of tractor / slasher, 2) Correct PPE 3) Periodic medical screenings	2	2	IV	P	Reactive Control: 1) Continue servicing of tractor / slasher, 2) Correct PPE 3) Periodic medical screenings 4) Provide / facilitate all occupational hygiene training as recommended by subsection 3 of section E (OHSAct)	2	2	IV	Incident records		HV Plant Manager	OHS Act (No 85 of 1993) Relevant Eskom standards and procedures					
			65.3	Ergonomic strain	Health	Employees, Visitors, Contractors	80 days per year, + 6 hours	The cutting of grass on substation sites using a tractor with slasher	HV Plant Manager	No	Occupational health impacts, muscle strains, lower back pains	Reactive Control: 1) Continue servicing of tractor / slasher, 2) Correct PPE 3) Periodic medical screenings 4) Ergonomic awareness on posture 5) Periodic breaks during activities	3	2	III	P	Reactive Control: 1) Continue servicing of tractor / slasher, 2) Correct PPE 3) Periodic medical screenings 4) Ergonomic awareness on posture 5) Periodic breaks during activities 6) Provide / facilitate all occupational hygiene training as recommended by subsection 3 of section E (OHSAct)	3	2	III	Incident records		HV Plant Manager	OHS Act (No 85 of 1993) Relevant Eskom standards and procedures					
	66	Scaffolding	66.1	Exposure to extreme cold and heat temperatures	Health	Employees, Visitors, Contractors	80 days per year, + 6 hours	Working outdoors during grass cutting with tractor	HV Plant Manager	No	Hypothermia, heat stroke / exhaustion	1) Risk Assessment 2) Sufficient water 3) Correct PPE	3	2	III	P	1) Risk Assessment 2) Sufficient water 3) Correct PPE 4) Provide / facilitate all occupational hygiene training as recommended by subsection 3 of section E (OHSAct)	3	2	III	Incident records		HV Plant Manager	OHS Act (No 85 of 1993) Relevant Eskom standards and procedures					
	67	Skyjack	67.1	Working at heights using a sky-jack may result in an injury	Safety	Eskom HV Plant Employees	Once in 25 years	- Ineffective PPE - Lack of concentration - Inadequate Risk assessment - Failure to adhere to standards, procedure and instruction - Lack of training on operating the man-lift	HV Plant Manager	No	Fatalities Lost Time Injury Medical Incident	1. The man-lift is load tested annually and inspected 3 monthly by a competent person and inspected before use. 2. Man-lift is operated by trained / competent personnel. 3. Tools, equipment and PPE i.e. full body harness, overalls, safety shoes, hard hats, eye protection, etc to be checked for damage before use. 4. Correct PPE used 5. Emergency preparedness plan is reviewed and discussed before any work commences 6. Job observation when doing critical task and SMAT (Behavioural) Observations. - A full body harness shall be worn and a lanyard attached to the boom or basket when working from a man-lift.	1. Planned Job observations 2. Routine supervision 3. Safe work Instructions 4. Supervision 5. BSO 6. Inspections 7. Periodic medical screenings	5	2	III	F	1. Planned Job observations 2. Routine supervision 3. Safe work Instructions 4. Supervision 5. BSO 6. Inspections 7. Periodic medical screenings	5	1	IV	Inspections Supervision	Audits	HV Plant Supervisor	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative Regulations, 2003 - Compensation for Occupational Injuries and Diseases Act, 1993				
	68	Primary Injection Test Set (M4000)	68.1	Electrocution	Safety	Eskom HV Plant Employees	Daily 4 hrs	1. Defective operating and test equipment 2. Lack of training 3. Improper use of operating and test equipment 4. Lack of concentration 5. Inadequate communication 8. Inadequate communication	Grid Manager	No	1. Fatality 2. Lost Time Injury 3. Medical Incident	1. Inspection of equipment 2. Calibration of testing equipment 3. Personnel trained in terms of OHSVS 4. Valid fitness for duty certificate 5. PPE issued 6. Training and awareness	5	3	II	P	1. Share learnings from incidents and implement recommendations if applicable. 2. BSO 3. Planned job observations 4. Operational instruction manual	5	1	III	1. Inspections 2. Observation		HV / Secondary Plant HOD	- Occupational Health and Safety Act, 1993 (Act No. 85 of 1993) - General Safety Regulations, 1986 - General Administrative Regulations, 2003 - Compensation for Occupational Injuries and Diseases Act, 1993					
Public Safety	69	Overhead HV Lines	69.1	Veld Fires	Safety	Public	Daily for 8 hrs.	Lightning faults igniting veld Trees bridging safe clearances	Grid Manager	No	Loss of live stock Damage to public property	1. Servitude maintenance every 3 years	4	2	III	F	1. Maintain existing controls	4	2	III	Servitude inspection reports Servitude maintenance reports	HOD	Line Maintenance procedures OHS Act						
	70	People	70.1	Rural Settlements	Safety	Public	Daily for 8 hrs.	Rural community expansion underneath lines Illegal dumping under lines Step Potential and touch potential due to poor earthing of illegal (public fencing) structures	Grid Manager	No	Public Fatality Electrical shock (magnetic induction)	1. Public awareness 2. Safety signs 3. Line Inspections 4. Anti-climbing devices	5	2	II	P	1. Public Relations communication	5	3	II	Servitude inspection reports Servitude maintenance reports Safety Awareness	HOD	Line Maintenance procedures OHS Act						
	71	HV Towers	71.1	Tower collapse	Safety	Public	Daily for 8 hrs.	Soil erosion Cross member theft Vandalism of Eskom Lines Adverse weather conditions	Grid Manager	No	Weakening of structural integrity of towers Towers could collapse over and in public infrastructures Interruption of power supply	1. Line inspections 2. Public Awareness	5	2	II	F	1. Tower maintenance team 2. Anti-vandalism bolts installed for all critical areas	5	1	III	Line inspection reports Line maintenance reports Public Safety Awareness	Lines and Servitude Manager	Line Maintenance procedures OHS Act						
Working in HV Yard and building maintenance	73	Asbestos containing material	73.1	Inhalation of Asbestos fibres	Health	Eskom Employees Contractors	Rare (Once a year)	refurbishment /maintenance work	Grid Manager	No	Occupational Disease Asbestosis, Mesothelioma, lung cancer	1. Asbestos Inventory 2. Asbestos phase out plans 3. Risk assessments 4. Training 5. Contractor evaluations and induction 6. Maintenance of Asbestos 7. Signage outside the substation 8. All equipments containing Asbestos has been labelled	4	1	IV	P	1. Periodic Medicals 2. Awareness training 3. Contractor evaluations and induction 4. OHS Surveys 5. PPE 6. Procedures	4	1	IV	Supervision, phase out plan, Notification to dept of labour as Asbestos work	Grid Manager	OHS Act 85 of 1993, Asbestos Regulations 32-303 procedure on Requirements for safe processing, handling, storing, disposal and phase-out of asbestos and asbestos containing material.						

Physical Security	74	People	74.1	Criminal activities	Safety	Eskom Employees Contractors	Daily for 24 hrs.	Property theft Vandalism Intuition	Grid Manager	No	Fatalities Lost Time Injury treatment case First-aid Property damage	1. Zero Control 2. Anti-climb devices 3. Anti-vandalism bolts 4. Substation security fences 5. Substation perimeter lighting 6. Substation security systems 7. 24 hour physical substation guarding 8. Access restriction and searches of	5	3	II	P	1. Regular PSIRA compliance monitoring 2. Security Awareness 3. Guard Track monitoring system	5	2	II	PSIRA Inspections Eskom Security Officer Site Visits PROVJOC Meetings	Grid Manager	PSIRA Security Operating Procedures				
Fire safety in the server room	75	Fire suppression system	75.1	Rupturing of the cylinders with escape of the gas.	Safety	Employees, contractors, visitors	Daily for 24 hrs.	Power supply of fire suppression system is not working	Grid Manager	No	Uncontrolled release of compressed gas may cause physical injuries which may result in: First Aid Medical Lost time injury Fatality	1. Cylinders are not exposed to excessive temperatures i.e heat. 2. Awareness to be done 3. MSDS 4. Inspection and servicing of equipment 5. Keep containers tightly closed in a cool, well ventilated place.	5	1	III	P	1. Monthly health & safety inspections 2. Periodic medical screenings 3. Continuous awareness to employees and contractors	5	1	III	Inspections Internal Audits	Grid Manager	OHS Act (No 85 of 1993) Relevant Eskom standards and procedures				
Power and Hydraulic	76	Hand injuries	76.1	Items being ejected from the crimper	Safety	Eskom Employees, Contractors	Rare (Once a year)	Incompetence to operate the hyd	HV Plant Manager	No	Fatalities	1. Task risk assessments and inspecting hoses before using crimper. 2. Tool box talks. 3. Use of appropriate PPE. 4. Ensure the hydraulic crimper is operated and maintained in accordance with the	5	2	II	P	1. Planned Job observations 2. Routine supervision 3. Safe work Instructions 4. Supervision 5. BSO 6. Inspections	5	2	II	Supervision and Job observations	Departmental Manager	OHS Act 85 of 1993, Eskom Risk assessment Procedure, 32-520, Eskom SHE				
		Body injuries	76.2	Hydraulic failure	Safety	Eskom Employees, Contractors	Rare (Once a year)	Excessive pressure build-up	HV Plant Manager	No	Fatalities	1. Task risk assessments and inspecting hoses before using crimper. 2. Tool box talks. 3. Use of appropriate PPE. 4. Ensure the hydraulic crimper is operated and maintained in accordance with the	5	2	II	P	1. Planned Job observations 2. Routine supervision 3. Safe work Instructions 4. Supervision 5. BSO 6. Inspections	5	2	II	Supervision and Job observations	Departmental Manager	OHS Act 85 of 1993, Eskom Risk assessment Procedure, 32-520, Eskom SHE				
EMF (Electromagnetic field)	77	People	77.1	Exposure to EMF	Health	Eskom Employees, Contractors	Daily for 8 hrs.	Minimise the duration of exposure	HV Plant Manager	No	Occupational Disease cancer, brain tumor	1. Training on ORHS 2. Training on equipotential zone 3. Pre-task risk assessment 4. Tool box talks 5. Use correct PPE	1	1	IV	P	1. Planned Job observations 2. Routine supervision 3. Safe work Instructions 4. Supervision 5. BSO 6. Periodic medical screening	1	1	IV	Inspection records Medical surveillance programme Supervision Planned job observations	Departmental Manager	OHS Act 85 of 1993, Eskom Risk assessment Procedure, 32-520, Eskom SHE				
General activities	78	Use of hazardous chemical substances	78.1	Procedure not followed	Safety	Employees, Visitors, Contractors	Daily for 8 hrs.	Incorrect PPE used First aid facilities unavailable MSDS not on site	HV Plant Manager	Yes	Occupational. Health conditions. Headaches	1. Task specific risk assessments 2. PPE and Awareness 3. MSDS compliance 4. Adherence to storage procedure	3	2	III	P	1. Planned Job observations 2. Routine supervision 3. Safe work Instructions 4. Supervision 5. BSO 6. Risk assessment	3	2	III	Medical surveillance programme Supervision Job observations	Departmental Manager	OHS Act 85 of 1993, Eskom Risk assessment Procedure, 32-520, Eskom SHEQ Policy 32-727, MSDS				
			78.2	Employee passes out due to inhalation of chemical	Safety	Employees, Visitors, Contractors	Daily for 8 hrs.	Incorrect PPE used MSDS not on site Overexposure to chemicals	HV Plant Manager	Yes	Occupational. Health conditions. Headaches	1. Task specific risk assessments 2. PPE and Awareness 3. MSDS compliance 4. Adherence to storage procedure.	3	2	III	P	1. Planned Job observations 2. Routine supervision 3. Safe work Instructions 4. Supervision 5. BSO 6. Risk assessment	3	2	III	Inspection records Medical surveillance programme Supervision Planned job observations	Departmental Manager	OHS Act 85 of 1993, Eskom Risk assessment Procedure, 32-520, Eskom SHEQ Policy 32-727, MSDS				
Public unrest	79	Actions and conditions leading to riots and protesting	79.1	Theft, Vandalism, and Injury	Safety	Employees, contractors	Rare (Once a year)	Exposure to hostile people	Responsible Manager	No	Possible injury, Damage to property and or fatalities	1. Sensitise employees if there are any protests	5	1	III	F	Preventative Controls: 1. Monitor existing controls Reactive Controls: 2. Accident reporting and investigation	5	1	III	Monitor Protesting Incidents	Departmental Manager	Occupational Health and Safety Act, Act 85 of 1993 (OHS Act)				
Bullying and Harassment	80	Actions and conditions leading to bullying and Harassment	80.1	Psychological and sociological	Health	Employees, contractors	Rare (Once a year)	Exposure to hostile people	Responsible Manager	No	Medical treatment case; occupational disease with reversible/non-permanent effect	1. Awareness and communication	3	3	II	P	Preventative Controls: 1. Monitor existing controls Reactive Controls: 2. Reporting and investigation of Incidents	2	1	IV	Monitoring	Departmental Managers	Occupational Health and Safety Act, Act 85 of 1993 (OHS Act)				
Coronavirus COVID-19	81	Coronavirus is a large family of viruses that cause illness ranging from the common cold to more severe diseases like pneumonia, MERS and SARS	81.1	Transmission or sneezes from infected persons or touching contaminated objects	Health	Employees, contractors, visitors, public	Continuous (8 hour shift)	The virus is transmitted through coughing, sneezing, exhaling with open mouth and touching an infected person or contaminated surfaces	Responsible Manager	No	Severe symptoms include: - High fever (100.4°F or higher) - Pneumonia - Kidney failure - Death	1. Avoid overcrowded spaces - the risk on contracting infection is high 2. Observe safe social distances at all times 3. Avoid contact with sick animals - if you pet is sick, make sure to use a mask 4. Frequent washing of hands with soap and water 5. Good food-safety hygiene 6. Practicing cough etiquette (cough using tissues or in your elbow) 7. Seek medical care early 8. Correct disposal of tissues and masks	5	4	I	P	1. Provide awareness and adequate communication 2. Provide hand sanitisers 3. Temporary suspension of the biometric and pin verification 4. Appropriate PPE is worn	5	4	I	Medical Surveillance Monitoring Observations	Departmental Managers	World Health Organisations CoE-Health and Wellness Department at Eskom Department of Health National Institute of Communicable Diseases				
Western Grid Nuclear Grid_Koeberg Nuclear Power Station	82	Nuclear accident and uncontrolled release of radiation can cause death and illness ranging from cancer to severe birth defects and other serious health defects as a result radiation exposure	82.1	Nuclear accident due to nuclear reactor failure, uncontrolled release radiation	Health	Employees, contractors, visitors, public	Continuous (8 hour shift)	Inadequate maintenance of nuclear reactors	Responsible Manager	No	Occupational Diseases, Cancer, severe adverse health effects, death	1. Nuclear Training 2. Koeberg Nuclear Power Station Disaster Management 3. Personal Protective Equipment to protect against radiation exposure 4. Nuclear Emergency Preparedness Training 5. Emergency protocols to manage radiation exposure	5	4	I	P	Preventative Controls: 1. Monitor existing controls Reactive Controls: 2. Emergency Preparedness & Disaster Management	5	4	I	Continuous Integrated Risk Management Monitoring radiation in and outside Nuclear Power Station Medical Surveillance	Departmental Managers	World Association of Nuclear Operators (WANO) Guidelines, Disaster Management Act, National Environmental Management Act, Occupational Health and Safety Act				

Risk		
Independent Verification <small>(i.e. Confirmation that the objectives have been met)</small>		Comments
Date Done:	By whom:	
		1. Refresher training to be done on NPH 2. Risks assessments done 3. Toolbox talks are done 4. PPE Issued
		1. Awareness was done 2. Risk assessments done 3. Toolbox talks done 4. PPE Issued
		1. Awareness was done 2. Risk assessments done 3. Toolbox talks done 4. PPE Issued
		1. Awareness was done 2. Risk assessments done 3. Toolbox talks done 4. PPE Issued
		1. Awareness was done 2. Risk assessments done 3. PPE Issued 4. Toolbox talks done 5. Safe work instructions at site where equipment is kept
		1. Awareness was done 2. Risk assessments done 3. Toolbox talks done 4. PPE Issued
		1. Training to be done arranged 2. Risks assessments done 3. Toolbox talks are done 4. PPE Issued 5. Fitness for duty certificates in place
		1. Awareness was done 2. Risk assessments done 3. Toolbox talks done 4. Posters and a booklet was issued to each site 5. First aid training done (Level 1&2)
		1. Awareness training was done in 2015 2. Equipment serviced 3. Noise surveys to be conducted 4. Safe work instructions on site
		1. Supervision done 2. Planned job observations in place 3. Inspection of equipment done 4. BSO done 5. Safe work instructions on site where equipment is kept
		1. Awareness training was done 2. Planned job observations in place 3. Inspection of equipment done 4. BSO done 5. Safe work instructions on site where equipment is kept
		1. Awareness training was done 2. Fitness for duty certificates in place 3. Safe work instructions on site where equipment is kept 4. PPE Issued
		1. Staff trained on First Aid Level 1 & 2 2. All controls are implemented but will require continuous monitoring, review and improvement.
		1. Awareness to be arranged 2. All controls are implemented but will require continuous monitoring, review and improvement.
		1. Training and awareness done. Posters were distributed and booklets were issued to each staff member 2. Task risk assessments are done 3. Sharing of lessons learnt from incidents
		1. Ensure periodic medical screenings are done timeously
		1. Communication between farmers and fire staff are happening 2. Farmers do arrange rangers, on game farms, to accompany employees
		1. Fitness for duty certificates are in place 2. Continuous servicing of equipment 3. Noise surveys to be conducted 4. PPE issued

		All controls are implemented but will require continuous monitoring, review and improvement.
		All controls are implemented but will require continuous monitoring, review and improvement.
		1. Sharing of lessons learnt from past or recent incidents to be continuous 2. Inspections of portable electrical tools 3. BSO done
		1. Refresher training to be arranged 2. Risks assessments done 3. PPE issued
		1. Communication between farmers and line staff are happening 2. Farmers do arrange rangers, on game farms, to accompany employees
		Awareness and updates are shared via the whatsapp group for the Grid employees
		1. Awareness to be arranged 2. All controls are implemented but will require continuous monitoring, review and improvement. 3. Fitness for duty certificates in place and up to date
		at heights procedure whenever there is a review. 2. BSO's are done 3. Fall protection systems are in place and issued
		1. Training and awareness done. Posters were distributed and booklets were issued to each staff member 2. Task risk assessments are done 3. Sharing of lessons learnt from past or recent incidents
		1. Awareness was done 2. PPE issued 3. Chemical inventory should be in place 4. MSDS's available
		1. Awareness was done 2. PPE issued 3. Fitness for duty certificates in place and up to date 4. MSDS's available
		All controls are implemented but will require continuous monitoring, review and improvement.
		1. Sharing of lessons learnt from past or recent incidents 2. Awareness training was done 3. FAS was issued to staff
		1. Sharing of Lessons learnt from past or recent incidents 2. Safe working procedure in place 3. Plan job observation are done 4. OHMS training are done
		1. Refresher training and awareness on induction/ Static charge and working on close proximity to be done 2. Task risk assessments are done 3. Acknowledge forms for life-saving rules has been signed 4. FAS was issued to staff
		1. Training to be done arranged 2. Risks assessments done 3. Toolbox talks are done 4. PPE issued 5. Fitness for duty certificates in place
		1. Sharing of Lessons learnt from past or recent incidents 2. Continuous awareness on vehicle and driver safety 3. Pre-trip inspections are done
		1. Sharing of lessons learnt from past or recent incidents 2. Continuous awareness on vehicle and driver safety 3. Awareness and updates are shared via the whatsapp group for the Grid employees
		Employees must be referred to EAP
		Continuous awareness on night driving to be done
		Continuous awareness on fatigue management
		1. Sharing lessons learnt from previous incidents 2. Sensitize employees to be vigilant and be aware of their surroundings
		1. Awareness and updates are shared via the whatsapp group for the Grid employees 2. Safety campaigns to be rolled out during Nov/Dec 2017 and March 2018
		1. Download and analysis of VMD's 2. Vehicle driver safety awareness to be done on a continuous basis
		1. Awareness on vehicle driver safety procedure was done in September 2017 2. Route risk assessments are done
		All controls are implemented but will require continuous monitoring, review and improvement.

		Continuous awareness on night driving raised
		1. Awareness on the dangers of cell use while driving was done 2. Training to be done on drive cams and the analysis of the data
		1. Employees to be referred to EAP 2. All controls are implemented but will require continuous monitoring, review and improvement.
		1. Awareness on vehicle driver safety was done in September 2017 2. BSO's done
		1. Installation of DriveCams are done 2. DriveCam awareness training to be rolled out 3. Ensure to monitor and analyse driver behaviour on DriveCam and
		1. Ergonomics awareness was done. Posters was distributed to employees 2. Ergonomic surveys was done, report is out
		Controls is implemented but will require continuous monitoring, review and improvement.
		1. Surveys was done 2. H&S rep inspections done
		1. Awareness and training to be done 2. BSO done
		1. Ergonomics awareness done and posters distributed 2. Ergonomic surveys was done 3. Plan to be developed and executed for the additional controls
		1. Waste disposal training is scheduled by the Environmental Department
		1. Awareness training was done, refresher to be arranged 2. Fitness for duty certificates are in place and valid
		1. Awareness was raised on the use of handrails when ascending or descending stairs 2. Signage to be palced next to staircase
		1. Awareness to be arranged on good housekeeping
		1. Sharing of Lessons learnt form past or recent incidents 2. Training are done and operators are authorised
		1. Sharing of Lessons learnt form past or recent incidents 2. Training are done and operators are authorised
		1. Sharing of Lessons learnt form past or recent incidents 2. Risk assessment are done
		1. Awareness to be arranged 2. All controls are implemented but will require continuous monitoring, review and improvement. 3. Fitness for duty certificates in place and up to date
		1. Training and awareness done. Posters were distributed and booklets were issued to each staff member 2. Task risk assessments are done 3. Sharing of lessons learnt from
		1. Training and awareness are done 2. Task risk assessments done 3. PPE are issued
		1. Continuous sharing of lessons learnt form past or recent incidents
		1. Fitness for duty certificates are in place 2. All controls are implemented but will require continuous monitoring, review and improvement.
		All controls are implemented but will require continuous monitoring, review and improvement.
		1. Sharing of lessons learnt form past or recent incidents to be continuous 2. ORHVS training is done 3. BSO done
		1. Sharing of lessons learnt form past or recent incidents to be continuous
		1. Sharing of lessons learnt form past or recent incidents to be continuous
		1. Refresher training to be arranged 2. All controls are implemented but will require continuous monitoring, review and improvement.
		1. Sharing of lessons learnt form past or recent incidents to be continuous

		1. Sharing of lessons learnt from past or recent incidents to be continuous
		1. Refresher training to be arranged 2. All controls are implemented but will require continuous monitoring, review and improvement.
		1. Training done 2. All controls are implemented but will require continuous monitoring, review and improvement.
		1. Sharing of lessons learnt from past or recent incidents to be continuous 2. Fitness for duty certificates in place and valid
		1. Sharing of lessons learnt from past or recent incidents to be continuous 2. PPE issued
		1. Sharing of lessons learnt from past or recent incidents to be continuous
		1. Sharing of lessons learnt from past or recent incidents to be continuous 2. Fitness for duty certificates valid and available 3. Training was done on ladders and
		1. Screening workers and inspectors are trained 2. FAS issued to employees working 3. Valid fitness for duty certificate in place and available 5. Valid working at heights
		All controls is implemented but will require continuous monitoring, review and improvement.
		All controls are implemented but will require continuous monitoring, review and improvement.
		All controls are implemented but will require continuous monitoring, review and improvement.
		1. Safety team inspections are carried out 2. Valid fitness for duty certificates and are available 3. PPE issued 4. Risk assessment training are
		1. Surveys were conducted and reports are available 2. To supply elevated laptop stands to employees
		1. Training and awareness done Posters were distributed and booklets were issued to each staff member 2. Task risk assessments are done 3. Sharing of lessons learnt from
		1. Awareness to be arranged 2. All controls are implemented but will require continuous monitoring, review and improvement. 3. Fitness for duty certificates in place and up to date
		1. Sharing of lessons learnt from past or recent incidents 2. Valid fitness for duty certificates and are available 3. Right to refusal to perform work procedure in unsafe environment is
		1. Periodic medical screening to be done and include hearing test 2. Share the noise survey reports with all employees
		All controls are implemented but will require continuous monitoring, review and improvement.
		1. Noise surveys to be conducted
		All controls are implemented but will require continuous monitoring, review and improvement.
		1. Inspections done 2. Planned job observations done 3. Share learnings from incidents and implement recommendations if applicable
		1. Inspections done 2. Planned job observations done 3. Share learnings from incidents and implement recommendations if applicable
		1. Surveys were conducted and reports are available 2. Ergonomics training done
		1. Share learnings from incidents and implement recommendations if applicable. 2. BSO 3. Planned job observations
		1. Sharing of lessons learnt from past or recent incidents to be continuous

		1. Sharing of lessons learnt from past or recent incidents to be continuous 2. PPE issued
		1. Sharing of lessons learnt from past or recent incidents to be continuous 2. PPE issued
		1. Awareness training was done 2. Planned job observations in place 3. Inspection of equipment done 4. BSO done 5. Safe work instructions on site where equipment is kept
		1. Medical fitness certificates in place 2. Planned job observations in place 3. Inspection of equipment done 4. BSO done
		1. Awareness was done 2. Risk assessments done 3. PPE issued 4. Toolbox talks done 5. Safe work instructions at site where equipment is kept
		1. Awareness was done 2. Risk assessments done 3. PPE issued 4. Toolbox talks done 5. Safe work instructions at site where equipment is kept
		1. Individual periodic medical screening validity is tracked monthly. 2. Our tractors are being serviced as manufacturer's requirements. 3. Use of correct PPE enforced and behavioural job observations are done monthly
		1. Individual periodic medical screening validity is tracked monthly. 2. Our tractors are being serviced as manufacturer's requirements. 3. Use of correct PPE enforced and behavioural job observations are done monthly
		1. Use of correct PPE is enforced at all times.
		1. Awareness was done 2. Risk assessments done 3. PPE issued 4. Toolbox talks done 5. Safe work instructions at site where equipment is kept
		1. Inspections done 2. Planned job observations done 3. Share learnings from incidents and implement recommendations if applicable
		All controls are implemented but will require continuous monitoring, review and improvement.
		1. Line inspection reports are done 2. Line maintenance reports are done 3. Public Safety Awareness to be arranged
		1. Line inspection reports are done 2. Line maintenance reports are done 3. Public Safety Awareness to be arranged
		Phase out Plan in Place.

		All controls are implemented but will require continuous monitoring, review and improvement.
		All controls are implemented but will require continuous monitoring, review and improvement.
IQ Policy 32-727, Incident Management		All controls are implemented but will require continuous monitoring, review and improvement.
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		All controls are implemented but will require continuous monitoring, review and improvement.
		All controls are implemented but will require continuous monitoring, review and improvement.
		Awareness and updates are shared via the whatsapp group for the Grid employees
		Awareness and communication
		1. Awareness and communication 2. Some controls are implemented but will require continuous monitoring, review and improvement.
		1. Awareness and communication 2. Some controls are implemented but will require continuous monitoring, review and improvement.