

 <b>Eskom</b> Policy Directive	<b>BENEFITS FOR SUPPORT SERVICE PROVIDERS</b>	<b>Unique Identifier</b>	<b>LPFD 01-042014</b>
		<b>Revision</b>	<b>1</b>
		<b>PA Annexure</b>	<b>15</b>

## 1 Introduction

The Partnership Agreement (PA) requires Eskom to issue a Policy Directive listing the categories of Support Service Providers and the site benefits that a Support Service Provider will be entitled to.

## 2 Scope

### 2.1 Purpose

The purpose of the Policy Directive is to give effect to the requirements of the PA, pertaining to Support Service Providers.

### 2.2 Applicability

The policy applies to Eskom, all Contractors, all site Support Service Providers and Trade Unions that are recognised to participate in the Partnership Forum and collective bargaining structures. It further applies to both Kusile and Medupi power station construction sites.

## 3 Policy statement

### 3.1 Categories of Support Service Providers

As determined by paragraph 5.33 of the Partnership Agreement the following categories of Support Service Providers will be considered for site benefits:

- Security
- Catering
- Transport
- Waste removal
- Cleaning
- Maintenance
- Horticulture

### 3.2 Site benefits to be paid to Support Service Providers

- 3.2.1 A project bonus will be paid to all blue collar employees employed by Support Service Providers that fall within the categories listed in paragraph 3.1 above.
- 3.2.2 The same terms and conditions as set out in the SSA will apply to the payment of a project bonus to the blue collar workers of the mentioned Support Service Providers. Such project bonus scheme will be implemented retrospectively with effect from 01 January 2015, and the first payment in terms of the Policy Directive will be paid to those employees who qualify in December 2015.

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## 4 Supporting clauses

### 4.1 Reference

This policy has to be read with the following reference documents:

- Partnership Agreement
- Site Specific Agreement

### 4.2 Definitions

"Contractor" means entities of the civil engineering, building, engineering, structural, mechanical, electrical instrumentation and piping (SMEIP) contractors, joint ventures and contractors who procure employees conducting construction work and related activities on the relevant sites for such contractor, joint venture or sub-contractor to work on the relevant site.

"Support Service Providers" mean contractors who provide support services, excluding Support Service Contractors employed full time by Contractors on site. Support Service Providers will be contained to those Service Providers working on the site and/or providing a service which is a benefit under the PA and/or SSA. The list of Support Service Providers entitled to receive benefits

- a CMF – Contractors Management Forum
- b PA – Partnership Agreement

### 4.3 Roles and responsibilities

Not applicable

### 4.5 Authorisation

This Policy Directive has officially been tabled by Eskom at the Leadership Partnership Forum on 11 November 2015.

### 4.6 Implementation date

The date of implementation of this policy will be 11 November 2015 and will be back dated to 01 January 2015.

### 4.7 Monitoring

Eskom will monitor compliance with the policy directive.

### 4.8 Status and revision

This policy will be an addendum to the partnership agreement and will be an extension of that agreement.

The policy will be reviewed once the LPF makes a decision that requires the policy to be reviewed.