	<p style="text-align: center;">Scope of Work</p>	<p style="text-align: center;">Kusile Power Station</p>
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1. Introduction

Coal-fired Power stations employ various industrial processes with high levels of inherent risks that could result in a wide range of emergency incidents should safety and prevention barriers fail. These emergency incidents could vary from insignificant to critical, and even catastrophic, events during which times they threaten not only occupants of the power station but also members of the public under certain conditions. Damage to plant, equipment, property and other critical infrastructure may result with widespread potential of disruption due to the nature of some of the processes, equipment and materials stored and handled. Disruptions to production as a result of such incidents are seen as a threat to a stable national grid at times when the national grid is under severe pressure.

2. Supporting Clauses

2.1 Scope

This document sets out the detailed user Scope of Work requirements necessary for the supply of Fire, Rescue & Emergency Medical Services at Generation Kusile Power Station. The objective of an emergency preparedness and response initiatives is to prevent and reduce loss of life, destruction of property and harm to the environment. The control and effective management of risks that arise due to emergencies, which require an effective response with adequate emergency resources readily available on a 24/7-hour basis.

2.1.1 Purpose

The main purpose of this document is to place the Fire, Rescue & Medical Services contract.

2.1.2 Applicability

This document shall be applicable to Kusile Power Station Generation Division.

2.1.3 Effective date

This document will be effective from the date of authorisation.

2.2 Normative/Informative References

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

2.2.1 Normative

- [1] ISO 9001 Quality Management Systems
- [2] ISO 45001: 2018 Occupational Health and Safety Management Systems, Informative Requirements
- [3] ISO 14001 Environmental Management Systems, Requirements with guidance for use.
- [4] 99/1987 National Fire Act.

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- [5] 102/1980 National Key Point Act.
- [6] 107/1998 National Environmental Management Act.
- [7] 101/1999 Veld and Forest Fire Act.
- [8] 57/2002 Disaster Management Act.
- [9] 16/2015 Disaster Management Amendment Act.
- [10] Regulation 1320 of December 2017 - Emergency Medical Service Regulations.
- [11] 32-123 Eskom Standard for Emergency Planning.
- [12] 32-128 Technical Specification on Personal Protective Clothing and Equipment for Firefighters.
- [13] 240-46315409 Eskom Procedure: Management of Major Occurrences.
- [14] 240-126467668 Operational Standard for Inspection, Testing of Fire and Rescue Non-Plant Equipment.
- [15] 240-126467640 Operational Standard for Fire Fighting Training in Generation.
- [16] 240-126468603 Operational Standard for Fire Management in Generation.
- [17] Occupational Health and Safety Act 85 of 1993

2.2.2 Informative

- [18] NFPA 1600 Standard on Disaster/Emergency Management and Business Continuity Programs.
- [19] NFPA 600: NFPA 600 Standard on Industrial Fire Brigades.
- [20] NFPA 850: Recommended Practice for Fire Protection for Electric Generating Plants and High Voltage Direct Current Converter Stations.
- [21] National Key Points Act (Act No. 47 of 1985).
- [22] Disaster Management Act (Act No. 57 of 2002).
- [23] National Health Act (Act No. 61 of 2003).
- [24] Emergency Medical Services Regulations Government Gazette 38775 R-413 dated 8 May 2015.
- [25] Health Professions Act (Act No. 56 of 1974).
- [26] National Road Traffic Act (Act No. 93 of 1996).
- [27] Fire Brigade Services Act (Act No. 99 of 1987).
- [28] National Building Regulations and Building Standards Act (Act No. 103 OF 1977).
- [29] National Veld and Forest Fire Act (Act No 101 of 1998).
- [30] Hazardous Substances Act (Act No. 15 of 1973).

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2.3 Definitions

Disaster	Situation where widespread human, material, economic or environmental losses have occurred which exceed the ability of the affected organisation, community or society to cope using its own resources.
Disaster management	The process of planning and implementation of measures undertaken by individuals and collaborated organizations aimed at preventing or reducing the risk of fire and related disasters, mitigating the severity or consequences of fire and related disasters, emergency preparedness, and rapid and effective post-disaster recovery and rehabilitation plan.
Emergency	An abnormal situation that is beyond the normal control measures available and requires coordinated and combined efforts of teams and people to return to a normal situation again.
Emergency Management Centre	A facility equipped for the overall control of an emergency. It should have provision for communication and support for persons manning the Centre. Also known as Emergency Operations Centre or Emergency Preparedness Centre.
Emergency Preparedness	The pre-planning, actions and activities aimed at minimising the consequences of emergency situations affecting human life, assets, and environment at Kusile Power Station and immediate surroundings.
Incident Commander	A person with specific knowledge of the emergency who will be in charge at the scene of an emergency.
National Key Point	Any place or area which laws under section 2 of (act 102 of 1980) has declared as National Key Point.
Partner	Any contractor, supplier or service provider rendering services to or on behalf of the Kusile Power Station. Note that where the term contractor is used it will mean the same in terms of this document.

2.4 Abbreviations

Abbreviation	Explanation
ALS	Advanced Life Support
BLS	Basic Life Support
EMS	Emergency Medical Services
CPD	Continuous Professional Development
EPP	Emergency Preparedness Plan
ER	Emergency Response
ERT	Emergency Response Team
FPASA	Fire Protection Association of Southern Africa
HAZMAT	Hazardous Materials

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Abbreviation	Explanation
HPCSA	Health Professions Council of South Africa
IFE	Institute of Fire Engineering
ILS	Intermediate Life Support
Km	Kilometre
LG SETA	Local Government Sector Education and Training Authority
NFPA	National Fire Protection Association
PPE	Personal Protective Equipment
PrDP	Professional Driving Permit
SAESI	Southern African Emergency Services Institute
SHE	Safety, Health, and Environment
TUT	Tshwane University of Technology

2.5 Roles and Responsibilities

2.5.1 Procurement Department.

The procurement department must ensure that the successful Emergency Medical Services provider is licenced as an Emergency Medical Service provider as per the requirements of the National Health Act (Act No. 61 of 2003), Emergency Medical Services Regulations, Part 3 – Licensing of Emergency Medical Services, Licensing Section 7.

2.5.2 The Service Provider

The Service Provider is required to provide Fire, Rescue and Emergency Medical Services through contracting professional trained employees at Generation Kusile Power Station. These employees must be available 24 hours a day, seven days a week over a five-year period. The Service Provider is responsible to manage and respond to fires, rescues and emergency medical emergencies that may occur at Generation Kusile Power Station. The Service Provider shall appoint a Contract Site Manager / Base Manager.

It is expected that the Service Provider shall adhere to the staff requirements set out in Annexure A of this scope of work. The Service Provider must comply with the Occupational Health and Safety Act No.85 of 1993 and Eskom Health Safety and Environmental Policies, SHE specifications and Generation Operational Standards. To that end, the Service Provider must appoint a suitably qualified Safety Officer who shall visit Kusile Power Station at regular intervals but not less than monthly to review the Contractor safety file, conduct job observations, and conduct safety meetings. The Safety Officer shall also ensure attendance at all scenario training involving the Service provider employees. The Service Provider shall maintain the physical fitness of their employees during the full term of the service contract. Allowance will be made for a physical fitness program whilst on site duty. The Service Provider must provide a biometric time in attendance recording system at the Kusile Power Station's Fire Station to monitor contract employee 'time and attendance'. The Contract Site Manager / Base Manager shall provide the Generation Kusile Contract Manager with a monthly time-in attendance printout clearly indicating the working hours of all staff for the preceding month.

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The Service provider shall comply with the Occupational Health and Safety Act Number 85 of 1993 and its regulations, Employer's SHEQ Policy, Standards, Procedures, Guidelines and SHE Specifications. The Service provider must always be responsible for the supervision of his employees, agents, and sub-Contractors, and takes full responsibility and accountability in ensuring that they are competent, compliant, and aware of the legal requirements and other applicable requirements and executes the works accordingly.

The Service provider shall ensure that all statutory appointments and appointments required by any Employer's Policy, Standard and Procedures are recorded in writing and that all its appointees and/or agents fully understand their responsibilities and are trained and competent to execute their duties. Occupational Hygiene and Safety Department may at any stage during the term of the contract:

- a. Conduct health and safety audits by a competent person regarding all aspects of compliance with the SHEQ requirements, at any off-Site place of work, or the Site establishment of the Service provider.
- b. Refuse any employee, sub-Contractor, or agent of the Service provider access to the premises if such person has been found to commit an unsafe act or if any work is found not to be compliant or authorized
- c. Issue the Service provider with a STOP WORK ORDER should the Employer's Contract Manager become aware of any unsafe working procedure or condition, or any non-compliance.

The Occupational Hygiene and safety Department to evaluate the Service provider's safety file prior commencement of work, as per the issues SHE Specification requirements and issue a signed letter of approval/ work authorisation. At the end of the contract, the Service provider must submit back the Safety file as part of contract close out.

The Service Provider shall supply all the necessary station uniform and fire and rescue PPE for their personnel e.g. (uniforms, safety gear, bunker gear NFPA certified or equivalent) as per the Eskom 32-128 - Fire Fighting PPE Standard for Firefighters. The Service provider must ensure that daily station routines, per shift shall include inspection, operational testing, cleaning, and basic frontline maintenance as follows:

- a. Ensure operational condition of fire response vehicles and HAZMAT trailer.
- b. Fire Station working areas and emergency fire, rescue, hazmat, and medical equipment are in operational condition.
- c. Emergency medical equipment and consumables used on the fire engine have not reached expiring dates.
- d. Always maintain emergency vehicles and equipment in a clean and operational conditions.

Additionally, the Service provider must conduct monthly fire, rescue, hazmat, and medical care skills training and/or scenario training with own contracted employees. They also need to conduct fire training with Kusile ERT's / Operational shifts on a four hours per month basis including classroom, practical and/or scenario training. The Service provider contracted employees must participate in Kusile Power Station's EP drills/ or exercises. The drill may be internally or externally.

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2.5.3 Contract's Manager / Operations Controller

The Contract's Manager shall ensure that the technical evaluation score sheet is supplied to the tender evaluation committee and shall verify that the Service Provider executes this scope of work accordingly. Furthermore, the Contract's Manager must vet and approve all contracted employees in accordance with the qualifications and competencies provided in Annexure A of this scope of work. All contractor employees' curriculum vitae's must be vetted and approved by the Generation Kusile Contract Manager prior to any contractor employee commencement of duty at Kusile Power Station. During the period of the service contract all new employees will be bound by this requirement and such new employee may only commence site work once approved by the Kusile Power Station Generation Contract Manager.

2.6 Process for Monitoring

The Employer, through the Service Provider Base Manager, will hold formal weekly meetings to measure performance on an ongoing basis. Regular reviews and audits shall be conducted to evaluate compliance of the content of this document. The SAP Plant Equipment Maintenance Management System shall be used to track or assess the scheduled inspection of equipment.

2.7 Related/Supporting Documents

Not applicable.

3. Service Contract Scope of Work

3.1 Package Scope

Eskom Generation Kusile Power Station will supply the following resources to the Service Provider:

- a. Fully equipped medium pumper fire engine
- b. Fully equipped veld fire skid unit vehicle
- c. Fully equipped HAZMAT trailer
- d. Eskom Generation Kusile Power Station shall be responsible for all scheduled maintenance of operational fire and hazmat vehicles and the respective fire and emergency equipment.

The Service Provider is required to provide a Fire, Rescue and Emergency Medical Services at Generation Kusile Power Station for a period of five years. Emergency personnel must be available 24 hours a day, seven days a week to prepare for emergency response to and manage any emergencies that may occur at Kusile Power Station and within a 15 km radius surrounding the Kusile Power Station located in Emalahleni, Mpumalanga Province. Arrangements must be made to ensure that there is a standby shift which will respond to Kusile Power Station after hours in no more than 30 minutes after receiving an emergency callout. These arrangements must be in line with Basic Conditions of Employment Act. The scope of work of services to be rendered at Kusile Power Station to be delivered as follows:

- a. Firefighting
- b. Fire Prevention & Fire Safety Services

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- c. Specialized Rescue (Trench Rescue, Confined Space Rescue, High Angle Rescue/ Rope Rescue, Machinery Rescue, etc.)
- d. Response to mutual aid partners when called for assistance (as and when required)
- e. Emergency Medical Services (Intermediate Life Support and/ or Advanced Life Support)
- f. Transportation of injured or ill employees to Medical Facilities of appropriate level of medical care.

3.1.1 Firefighting

Contract personnel must be trained in the following fire and hazmat competencies:

- a. Fire Fighter 1 and 2
- b. HAZMAT Awareness and Operations
- c. Possess Code C1, C or EC drivers' license with PrDP.

In addition to the above, additional fire training requirements includes:

- d. Pump Operators (two per shift)
- e. Hazmat Technician (two per shift)
- f. Fire Instructor 1 or Facilitator (1 per shift – Shift Supervisor / Team Captain and Deputy Team Captain).

Firefighting and HAZMAT services shall typically include but not be limited to:

- a. Drive and operate emergency vehicles. (Fire truck, Ambulance and Emergency & Rescue Vehicle)
- b. Engage in structural firefighting, petrochemical / industrial firefighting, and grass / veld fires
- c. Engage in hazardous material spillages and releases to control, contain and mitigate harmful exposure to people and the environment
- d. Conduct special services as-and-when required to limit risk and damage to people, plant, and processes

Eskom recognises specific accreditation bodies for the fire industry therefore, firefighter's fire certificates must be accredited in at least one of the following institutes:

- a. SAESI
- b. IFE
- c. LG SETA
- d. TUT (or any other accredited institute of higher learning that offers fire technology qualifications)
- e. FPASA

3.1.2 Fire Prevention & Fire Safety Services

- a. Conduct daily plant fire prevention and fire safety inspections using structured check sheets supplied by the Employer.

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- b. Conduct visual inspection of fixed fire protection systems, passive fire protection systems and portable fire equipment on scheduled frequencies.
- c. Report defects and safety deviations and raise defects with the employer.
- d. Assist Eskom Generation Fire Risk Management personnel with fire safety and prevention awareness campaigns.
- e. Conduct fire prevention and rescue standby duties during high-risk plant conditions and hot work activities as-and-when required.

3.1.3 Emergency Medical Rescue

All contract personnel must be competent in the rescue setting, patient assessment in rescue medical care, identification of emergency medical conditions and injuries, patient packaging and patient transportation. These personnel must be trained and be competent to the following rescue levels:

- a. Medical Care at BLS and be registered with HPCSA for the current year calendar.
- b. At least one employee with ILS level competency must be available per shift and must be registered with HPCSA for the current calendar year.
- c. Confined Space Rescue (team deployment, patient retrieval, patient assessment and stabilization)
- d. High Angle Rescue (Rope Rescue team deployment, patient assessment and stabilization, rope systems and rescue basket stretcher deployment, patient packaging and retrieval).
- e. Vehicle extrication (Apply various rescue techniques to extricate persons trapped in all categories of vehicles and assist in the extrication of persons entrapped in production and process equipment.

3.1.4 Respond to Mutual Aid Partners when called for assistance

Kusile Power Station has several Mutual Aid Partners with whom a mutual aid agreement is in place for management of emergencies. The Service Provider is to render a service free of charge to the formal Mutual Aid Partners of Kusile Power Station as part of this agreement. It should be noted that the call for assistance is at irregular frequency and only on an as-and-if required basis. Each Mutual Aid Partner is expected to have minimum and similar response capability as Kusile Power Station.

Kusile Power Station Mutual Aid Partners include:

- a. Eskom Kendal Power Station
- b. Emalahleni Local Municipality
- c. Victor Khanye Local Municipality

3.1.5 Emergency Medical Services

As part of this scope, the Service Provider must supply Emergency Medical Services - Level of Care at ALS; ILS and BLS levels of care in accordance with respective HPCSA protocols through the services of:

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- a. One ALS with firefighting, rescue and hazmat qualifications and competency available during day shifts for seven days per week. The ALS should be on standby duty after hours and must be able to respond to Kusile Power Station emergency within thirty minutes of receiving a callout.
- b. Minimum of one ILS per shift with firefighting; rescue and hazmat qualifications over four shifts available for fire and ambulance duties (refer to Annexure A for details).
- c. Maximum of four BLS per shift with firefighting; rescue and hazmat qualifications over four shifts for both fire and ambulance duties (refer to Annexure A for details).
- d. A registered and fully equipped ILS ambulance (own by service provider) to be manned by one ILS and one BLS as a minimum per shift.
- e. All emergency care personnel must always maintain a valid HPCSA registration and minimum required CPD points before they render emergency care to any patients under the service contract with Kusile Power Station.
- f. The Service Provider must be able to plan for a back-up medical support if there are mass casualty incidents involving more than four critically injured persons or incidents of structural collapse, trench collapse, scaffold collapse, bomb threats, and natural disasters on site.
- g. Conduct first aid training with Kusile ERT's Operations shifts on a two hours per month basis.
- h. Participate in Kusile Power Station emergency drills.
- i. Monthly inspection and reporting defects of all first aid boxes at Kusile Power Station.

3.1.6 Transportation of Patients to Medical Facilities

- a. The Service Provider will supply one fully equipped and registered ILS medical ambulance on fulltime basis, and the ambulance service and vehicle must comply with the requirements of the Emergency Medical Service Regulations. Ambulance to be demarcated with reflective signwriting and fitted with audible and visual warning systems to be clearly recognized as an EMS ambulance.
- b. All patients will be transported to the nearest medical facility with a level of care appropriate for the patient/s injuries, illness and/or condition.
- c. If patients need to be transported to another medical facility in a neighbouring Province, the Contract Supervisor (Eskom Generation employee) needs to be notified of such action.

3.2 Medical Consumables

- 3.2.1 The Service Provider must provide all emergency medical consumables (see Table 1 (not limited to) and Oxygen cylinders required for emergency medical care under the respective HPCSA medical scope of work (Advance Life support, Intermediate Life Support and Basic Life Support protocol).
- 3.2.2 The Service Provider must also ensure that daily checks on fire and medical equipment are done, and that equipment and consumables do not exceed their expiry dates. Replacement of consumable stock must take place on a minimum of two (2) weeks prior to reaching the expiry date.

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Table 1: Medical Consumable – ILS Jump bag (Medical Bag)

No.	Example of Medical Consumables (Not limited to this list)
1.	Elastic Adhesives Plaster Roll 25mm x 1
2.	Antiseptic Solution 100ml x 1
3.	Burns Dressing 10cm x 10cm x 3
4.	Alcohol Sabs (pack) x 1
5.	Conforming Bandage (75 mm x 20) x 5
6.	Conforming Bandage (100mm x 20) x 5
7.	Blood Lancets – Twist Type x 6
8.	BP Meter Aneroid, BP Cuff, Stethoscope (1 each)
9.	Crepe Bandages (50mm) x 5
10.	Cotton wool Roll 50g
11.	CPR Mouthpiece (infant to adult)
12.	Metal Tweezer (pack)
13.	Gauze Swabs 50mm x 50mm non-sterile (pack)
14.	Gauze Swabs 100mm x 100mm non-sterile (pack)
15.	Examination Gloves (small, medium, large) x 1 box each
16.	First Aid Dressing (No. 3 & 5) x 3 each
17.	Paper Tape (25mm x 3m) x1
18.	Plaster Strips (100/Box) x1
19.	Conforming Bandages (50mm) x3
20.	Rescue Scissors (19cm x 4) x1
21.	Digital Thermometer x1
22.	Triangular Bandages x3
23.	First Aid Dressing (No. 4) x3
24.	First Aid Dressing (No. 6) x2
25.	Guedel Airways Assorted
26.	8 Glucogel Sachet
27.	Linen Savers (Singles) x 10
28.	Maternity Pads x2
29.	Rescue/Space Blanket x 2
30.	Mucous Extractors x 2
31.	Nasal Cannula – Adult x2
32.	Nasal Cannula – Child x2
33.	Nebulizer Masks – Adult x 3
34.	Nebulizer Masks – Child x 1
35.	Venturi Masks 40% – Adult x 3
36.	Venturi Masks 40% – Child x 1
37.	5ml Syringes x 5
38.	10ml Syringes x 5
39.	20ml Syringes x 5

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No.	Example of Medical Consumables (Not limited to this list)
40.	Hypodermic needles (Red) x 3
41.	Hypodermic needles (Brown/ Grey) x 3
42.	Hypodermic needles (Green) x 3
43.	BVM complete set (adult, child, infant)
44.	OP tube x 3
45.	IV Jelco (14,16,18,20,22)
46.	Admin set 15 droppers x 5
47.	Admin set 60 droppers x 5
48.	Ringer lactate x 3
49.	Normal saline x 3

Table 2: Medical Consumable – ALS Drug Bag

No.	Example of Medical Consumables (Not limited to this list)
1.	IV Jelco (14,16,18,20,22) x 5 each
2.	Admin set 15 droppers x 5
3.	Admin set 60 droppers x 5
4.	Ringer lactate x 3
5.	Normal saline x 3
6.	Atropine Sulphate x 10
7.	B2 Adrenergic Stimulants x 5
8.	Calcium Chloride 10% x 2
9.	Clopidogrel x 3
10.	Corticosteroids x 4
11.	Dextrose 50% x 3
12.	Oral Glucose Powder / Gel x 1
13.	Diazepam x 3
14.	Flumazenil x 1
15.	Furosemide x 3
16.	Glucagon x 1
17.	Glyceryl Trinitrate x 1
18.	Ipratropium Bromide x 5
19.	Lignocaine HCl (Systemic) x 4
20.	Lignocaine HCl (Local Anaesthetic) x 1
21.	Lorazepam x 1
22.	Magnesium Sulphate x 4
23.	Metoclopramide Monohydrochloride x 3
24.	Midazolam x 3
25.	Morphine Sulphate x 3
26.	Naloxone Hydrochloride x 3
27.	Entonox Nitrous Oxide and Oxygen
28.	Promethazine x 1

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29.	Sodium Bicarbonate 8.5% x 1
30.	Thiamine Hydrochloride x 1
31.	Adrenaline x 8
32.	Aspirin/ Acetyl Salicylic Acid x 3
33.	Activated Charcoal x 1
34.	Adenosine x 4
35.	Amiodarone Hydrochloride x 4

3.3 Technical Acceptability

Eskom will reserve the right not to consider any tender that:

- 3.3.1 Is not compliant with the scope of work.
- 3.3.2 Do not return the supporting documents that are stated as gatekeepers to qualify for the tender evaluation process to continue.
- 3.3.3 Does not provide sufficient information for Eskom to evaluate the tenderer's ability to comply with Safety, Health, Environmental and Quality requirements of the tender.
- 3.3.4 Meet technical and commercial requirements, which shall be clearly marked and indicated as tender returnable in the tender invitation. Tenders not complying with these requirements shall not be evaluated.
- 3.3.5 Do not provide proof and traceable references that the Service Provider have more than five years' experience in the field of Fire, Rescue, and Emergency Medical Service in an industrial and / or mining environment.
- 3.3.6 Do not attach Curriculum Vitae (CV's) and proof of competencies of all employees that form part of the Scope of Work.

3.4 Tender Requirements

- 3.4.1 Proposal is to be submitted by the tenderers for the mentioned scope of work.
- 3.4.2 Hereafter a contract shall be negotiated with the successful tender applicant.
- 3.4.3 The appointment of the successful Service Provider is at Eskom (Employer) sole discretion considering the factors which Eskom considers relevant.
- 3.4.4 All applications received after the closing date will not be considered.

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4. Acceptance

Name	Designation
Bonga Mashazi	General Manager
Luvuyo Feni	Technical Plant Manager
Itani Manwatha	Middle Manager Maintenance
Grace Olukune	Middle Manager Engineering
Marcus Ueckermann	Middle Manager Operating
Sipho Shabangu	Middle Manager Risk & Assurance
Abel Vuma	Middle Manager Production
Mogomotsi Moabelo	Middle Manager Procurement
Doreen Mashinini	Middle Manager Finance Management
Vuyo Mokoena	Middle Manager Human Resources
Lesiba Kgobe	Manager Environmental Management
Khehla Shandu	Middle Manager Coal Management
Isaac Sithole	Middle Manager Compliance
Siyabonga Mahaye	Middle Manager Outages
Kamogelo Lefifi	Middle Manager Projects
Thandeka Manitshana	Middle Manager Business Enablement
Jerry Thumbatha	Senior Advisor Professional Occ. Health

5. Revisions

Date	Rev.	Compiler	Remarks
March 2023	2	P.W. Myeni	Document compiler and supporter both left Kusile Power Station before contract is in place therefore the contract will lack accountability. Document reviewed to reflect current positions.
February 2022	1	K.M. Masha.	Need to place Fire, Rescue & Emergency Medical Service contract for Kusile Power Station Generation Division.

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6. Development Team

The following people were involved in the development of this document:

- Philani Myeni
- Thobile Yonga

7. Acknowledgements

- Gladstone Morake
- Crosby Mokoena
- Edna Msiza

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Appendix A – Minimum Staffing Levels, Qualifications and Competencies

Position	Quantities	Shifts	Qualifications & Competencies
Base Manager	1	Monday to Friday (07:00 to 16:30)	<ul style="list-style-type: none"> ➤ *Grade 12 <u>or</u> equivalent ➤ *N. Dip Fire Technology (NQF 6) with five (5) years' experience or equivalent ➤ **B. Tech Fire Technology (NQF 7) with five (3) years' experience or equivalent ➤ *Incident Commander Course ➤ *Fire Fighter 1 & 2 ➤ *Fire Hazmat Awareness, Operations ➤ **Fire Instructor 1 ➤ *Hazard identification and risk assessment (HIRA) ➤ **Pump operator ➤ **Rope Rescue 2 ➤ *Vehicle extrication ➤ *Confined space rescue training ➤ *HPCSA Registered Basic Life Support (BAA) or **Intermediate Life Support (ILS) ➤ **At least five (5) years' experience in a managerial role ➤ **Code C1 or EC1 OR EC Driver's License & PrDP ➤ *Computer literate (Microsoft Office) ➤ *Report writing skills ➤ *Knowledge of Occupational health and safety act 85 of 1993 requirements ➤ *Knowledge of Emergency Preparedness and Response Plans ➤ *Communication skills ➤ **Mentoring & coaching skills

CONTROLLED DISCLOSURE

Team Captain	4	24hr/7days	<ul style="list-style-type: none"> ➤ *Grade 12 <u>or</u> equivalent ➤ *Incident Command Course ➤ *Fire Fighter 1 & 2 with three (3) years' experience ➤ *Hazmat Awareness and Operations ➤ *Fire Instructor 1 or Assessor / Facilitator ➤ *Hazard identification and risk assessment (HIRA) ➤ **Pump operator ➤ *Rope Rescue 2 ➤ *Vehicle extrication ➤ *Confined space rescue training ➤ *HPCSA Registered Basic Life Support (BAA) <u>or</u> **Intermediate Life Support (ILS) or ALS ➤ **Code C1 or EC1/EC Drivers License & PrDP ➤ *Computer literate ➤ **Report writing skills ➤ Plant knowledge and orientation ➤ Venomous snake handling course
Emergency Response Team members	24	24hr/7days	<ul style="list-style-type: none"> ➤ *Grade 12 or equivalent ➤ *Fire Fighter 1 & 2 with three (3) years' experience ➤ *Fire Hazmat Awareness and Operations (five per shift) ➤ *Hazmat Technician (minimum two per shift) ➤ *Rope Rescue 2 minimum four (4) per shift ➤ *Vehicle extrication ➤ *Pump operator (minimum four per shift) ➤ *Confined space rescue training minimum of four (4) per shift ➤ *Incident Command Course (minimum one per shift as Deputy Team Captain) ➤ *HPCSA Registered Intermediate Life Support (ILS) (minimum two per shift) ➤ *HPCSA Registered Basic Life Support (BAA) (four per shift) ➤ *Code C1 or EC1 / EC Drivers License & PrDP (three per shift) ➤ Venomous snake handling course

CONTROLLED DISCLOSURE

Advance Life Support (ALS)	1	Monday to Sunday (06:00 to 18:00)	<ul style="list-style-type: none"> ➤ Grade 12 or equivalent ➤ *N. Dip Emergency Medical Services of CCA (NQF 6) with seven (7) years' experience or equivalent ➤ *Incident Commander Course ➤ *Fire Fighter 1 & 2 ➤ *Fire Hazmat Awareness, Operations ➤ **Fire Instructor 1 ➤ *Hazard identification and risk assessment (HIRA) ➤ **Pump operator ➤ **Rope Rescue 2 ➤ *Vehicle extrication ➤ *Confined space rescue training ➤ *HPCSA Registered Basic Life Support (BAA) or **Intermediate Life Support (ILS) ➤ **At least five (5) years' experience as ➤ **Code C1 or EC1 OR EC Driver's License & PrDP ➤ *Computer literate (Microsoft Office) ➤ *Report writing skills ➤ *Knowledge of Occupational health and safety act 85 of 1993 requirements ➤ *Knowledge of Emergency Preparedness and Response Plans ➤ *Communication skills ➤ **Mentoring & coaching skills
Total per shift	7		*Required
Total per Contract	30		**Advantageous ***Four Senior Technical Safety Officials currently in employ at Kusile Power Station Generation Division will each lead one of the four shifts as Shift Supervisors.

CONTROLLED DISCLOSURE